

## PACIFIC GAS AND ELECTRIC COMPANY

PGE

245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4200 TWX 910-372-6587

October 26, 1978

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, California 94596

Attention: Mr. Dean Cofer, Business Manager

Subject: Subsection 305.5(c) - Bypass Information

Gentlemen:

Pursuant to our discussions with yourself and Mr. Stewart, we propose to change some of the current practices relative to the information called for in Subsection 305.5(c) of the Agreement.

We will continue to send you the monthly computer print-out of General Construction employees. We will also continue our present practice of furnishing you with copies of payroll change tags (Attachment A) and the Promotion Information Summary Report (Attachment B). We propose to add the attached letter, which will be delivered directly to the employee involved in a promotion bypass (Attachment E). With regard to the bypass notice, we suggest that the employee be advised to retain the form should it be necessary to establish the timeliness of a grievance resulting from the notice. We propose to discontinue sending you the temporary/permanent upgrade forms (Attachments D, D-1) but will retain the forms in our files for future reference relative to resolving grievances involving the action taken.

In accordance with our discussions, we propose to establish the foregoing procedures on a trial basis commencing November 1, 1978, covering employees bypassed in the preceding month. The trial period will cover the reporting period of November 1, December 1 and January 1, 1979. Fifteen days before the final reporting period, it is recommended that the Company and Union review the results and, if necessary, adopt revisions to be effective February 1, 1979.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By   
Manager of Industrial Relations

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

November 7, \_\_\_\_\_, 1978

By   
Business Manager

CURRENT DATE (MO., DAY, YR.)

6-5-78

TMTL #058

# PAYROLL CHANGE

PACIFIC GAS AND ELECTRIC COMPANY

GE-7928 Rev. 7/77

SOCIAL SECURITY NO.		COMPLETE LEGAL NAME, LAST NAME FIRST <b>GRIFFITH, G. W.</b>					INITIALS Str MRS.	DATE EMPLOYED (MO., DAY, YR.) 3-2-64
BIRTH DATE	SEX (M-F)	MARITAL CODE	WITHHOLDING EXEMP	FLAT AMT.	W.S.	F.I.C.A.	(Retire Only) LAST DAY WORKED (MO., DAY, YR.)	
WIRE	REHIRE	STREET NUMBER			CITY		STATE	ZIP

DIVISION	<b>GENERAL CONSTRUCTION</b>	03	<b>PROPOSED</b>	03
DEPARTMENT	<b>LINE</b>	96	<b>SAME</b>	96
LOCATION	<b>ATASCADERO</b>	63	<b>SAME</b>	63
FUNCTION		58	<b>SAME</b>	58
POSITION CODE		4364		4364
CLASSIFICATION	<b>GROUNDMAN</b>	0910	<b>APPRENTICE LINEMAN</b>	1101
RATE AMOUNT		\$ 286.60		\$ 307.60
			EFFECTIVE DATE:	6-12-78

TO CANCEL A POSITION OTHER THAN THE ONE SHOWN ON THE "PRESENT" SIDE	DIV.	DEPT.	LOC.	FUNC.	Position	TYPE	EFFECTIVE DATE (MO., DAY, YR.)	JOB VACANCY NO.	BEGINNING AWARD CODE
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PRESENT	WAGE OR SALARY RANGE	LEVEL	GRTL	PROPOSED	WAGE OR SALARY RANGE	LEVEL	GRTL
	\$ 263.30 TO \$ 286.60				\$ 294.30 TO \$ 354.25		
MONTHLY ONLY	LAST INCREASE (MO., DAY, YEAR)	AMOUNT	INTERVAL	POSITION DATE (MO., DAY, YR.)	AMT. OF INCREASE	INTERVAL	
SUCCEEDS / RELIEVES	NAME	SOCIAL SECURITY NO.	DATE JOB VACATED (MO., DAY, YR.)				

NEW ENG.	CLASS CODE	TIME CARD	DUAL	UN	TMTL	EXPENSE RC	PAY RC	LEVEL	LOC.	DEPT. CAT.	DIST.	RIVV	PAY CD.	CLG CD.	O.T. CO.	MAN PWR	CTV	AUTH. DATE (MO., DAY, YR.)	
	1101																		
ACTIVITY		SUB-ACTIVITY		DINABO CANYON 211															
ACCOUNT	SUB-ACCT.	FACILITY DIV.	I.D.	PREFIX	JOB ORDER NUMBER	PERCENT													
CANCEL	ESTABLISH	CHANGE	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>																

REVENUE ACCOUNTING DEPARTMENT  
**RECEIVED**

### CHANGE OF CLASSIFICATION

2ND STEP APPRENTICE DUE TO PAST EXPERIENCE AND ABILITIES SHOWN WHILE AT TEMPORARY RATE.

LEAVE RETURN TERMINATION	EXP. DATE OF LEAVE (MO., DAY, YR.)	SIGNATURE OF EMPLOYEE	GIVE REASON & ADDRESS ABOVE FOR L/A OR TERMINATION	ELIGIBLE FOR REHIRE YES <input type="checkbox"/> NO <input type="checkbox"/> (IF NO, GIVE REASON)			
RECOMMENDED BY	APPROVED BY	APPROVED BY	AUTHORIZED BY				
PREPARED BY: J. H. BOWE	PERSONNEL AND GEN. SVCS.	RECOMMENDED <input type="checkbox"/> NOT RECOMMENDED <input type="checkbox"/>	INITIALS	FILE MAINTENANCE (MO., DAY, YR.)			
INDUSTRIAL REL.	SALARY ADMIN.	ELECTRIC OPER.	PLAS OPER.	COMMERCIAL OPER.	CONTROLLER	PERSONNEL REL.	EXECUTIVE



LINE CONSTRUCTION DEPARTMENT - TEMPORARY/PERMANENT UPGRADE (Circle One)

P-D GEOGRAPHIC AREA NO. 4

DATE: Nov. 17, 1977

EMPLOYEE'S NAME (Print) E. E. Fry

SS#: -9886

PRESENT CLASSIFICATION: Groundman

HIGHEST PREVIOUS CLASSIFICATION HELD: Groundman

POTENTIAL CLASSIFICATIONS: a. App. Lineman b. c.

THE FOLLOWING IS MY REPLY, AS INITIALED, OF MY INTEREST IN THE POTENTIAL CLASSIFICATION(S)

(INITIAL)		
a.	b.	c.
<i>E.E.F.</i>		

ITEM

- 1. I am interested and believe I am fully qualified.
- 2. I am not interested at this time, but will inform my supervisor if I become interested.

REASON: \_\_\_\_\_

- 3. I am not qualified at the present time. I am interested, however, and would like the opportunity to become qualified.

EMPLOYEE'S SIGNATURE: E. E. Fry

FOREMAN'S REMARKS: (INITIAL either A or B when Item 1 is checked, C or D when Item 2 is checked and no answer is required for Item 3.)

FOREMAN'S INITIALS		
a.	b.	c.
<i>W.A.C.</i>		

G.F.'s CONCURRENCE		
a.	b.	c.
<i>W.A.C.</i>		

- A. Employee desires the potential classification(s) and is qualified.
- B. Employee desires the potential classification(s). I do not feel, however, that he is qualified at this time and he was notified of this. (Have employee initial: E.E.F.).

Reason not qualified Not physically able to climb  
But has a good knowledge of line work

- C. Employee is not interested and is not qualified at this time for the following reason: \_\_\_\_\_

- D. Employee is qualified but declines for the following reason: \_\_\_\_\_

Signed FOREMAN: William A. Clady GENERAL FOREMAN: William A. Clady

DISTRIBUTION: 1-Manager's Office, 1-Superintendent's Office, 1-Employee, 1-General Foreman (Employee's File)

LINE CONSTRUCTION DEPARTMENT

D

~~PERMANENT~~ PERMANENT UPGRADE  
(Circle One)

P-D GEOGRAPHIC AREA NO. 4

DATE: 3-1-77

EMPLOYEE'S NAME (Print) FRANK FON, JR.

SS# 1999

PRESENT CLASSIFICATION: GROUNDMAN

HIGHEST PREVIOUS CLASSIFICATION: GROUNDMAN

PROPOSED CLASSIFICATION: APPR. LINEMAN

THE FOLLOWING IS MY REPLY, AS INITIALED, TO MY INTEREST IN THE PROPOSED CLASSIFICATION:

(INITIAL) ITEM

       1. I am interested and feel I am fully qualified.

FF 2. I am not interested at this time, but will inform my supervisor if I should become interested.

REASON: SATISFIED AT PRESENT CLASSIF.

       3. I feel that I am not qualified at the present time. HOWEVER, I am interested and would like the opportunity to become qualified.

EMPLOYEE'S SIGNATURE: Frank Fon, Jr.

SUPERVISOR'S REMARKS: (INITIAL either A or B when Item 1 is checked, C or D when Item 2 is checked and no answer is required for Item 3.)

       A. Employee accepts and is qualified.

       B. Employee accepts. HOWEVER, I do not feel he is qualified and employee was notified of same. (Have employee initial:       ).

Reason not qualified:       

FF

C. Employee is not interested and is not qualified at this time for the following reason:       

       D. Employee is qualified but declines for the following reason:       

EXEMPT FOREMAN'S SIGNATURE:       

DISTRIBUTION: 1-Manager's office, 1-Employee, 1-General Foreman (File)

F

**PG and E**

**FOR INTRA - COMPANY USES**

DIVISION OR DEPARTMENT    GENERAL CONSTRUCTION  
 DEPARTMENT                PERSONNEL DEPARTMENT

FILE NO.

RE LETTER OF

SUBJECT                      Bypass for Promotion

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Name)

\_\_\_\_\_  
(SS#)

During the month of \_\_\_\_\_ you were bypassed for promotion to the following:

Classification(s)

Headquarters

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Similar notification will be sent you every month in which you are bypassed for promotion, unless you inform this Department in writing that you do not wish to receive such notifications.

\_\_\_\_\_

\_\_\_\_\_