

PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

January 18, 1979

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

Superseded by LA 79-39

Attention: Mr. Dean Cofer, Business Manager

Subject: Subsection 305.5(c) - Bypass Information
Extension of Time

Gentlemen:

Reference is made to our Letter of Agreement dated October 26, 1978, concerning the bypass information to be furnished to Union. In particular, reference is made to the trial period extending from November 1, 1978, through January, 1979.

In the light of our recent discussions, we agree to the extension of the trial period through April, 1979.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *J.W. Bright*
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

February 7, 1979

_____, 1979 By *Dean Cofer*
Business Manager

78-58-PGE

PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 (415) 781-4211 October 26, 1978 TWX 910-372-6587

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

Carin A

DATE (MO., DAY, YR.)
5-78

TMTL #058

PAYROLL CHANGE

PACIFIC GAS AND ELECTRIC COMPANY
82-7028 Rev. 7/77

SOCIAL SECURITY NO.		COMPLETE LEGAL NAME, LAST NAME FIRST GRIFFITH, G. W.					INITIALS LN MIA	DATE EMPLOYED (MO., DAY, YR.) 3-2-61
BIRTH DATE	SEX (M-F)	MARITAL CODE	WITHHOLDING TAX EXEMP	PLAT AMT.	W.S.	F.I.C.A.	(Please Only) LAST DAY WORKED (MO., DAY, YR.)	
WIRE	REHIRE	STREET NUMBER			CITY	STATE	ZIP	

21 22 23 25	DIVISION	GENERAL CONSTRUCTION	03	TYPE	EFFECTIVE DATE: 6-12-78	JOB VACANCY NO.	BEGINNING AWARD CODE
	DEPARTMENT	LINE	96				
	LOCATION	ATASCADERO	63				
	FUNCTION		58				
	POSITION CODE		4364				
CLASSIFICATION	GROUNDMAN	0910	APPRENTICE LINEMAN				
RATE AMOUNT		\$ 286.60		\$ 307.60			

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
--	------	-------	------	-------	----------	------	-----------------------------------	-----------------	----------------------------

PRESENT	WAGE OR SALARY RANGE	LEVEL	ORGL	PROPOSED	WAGE OR SALARY RANGE	LEVEL	ORGL
	\$ 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 CHG.	CLASS CODE	TIME CARD	DUAL	UN	TMTL	EXPENSE RC	PAY RC	LEVEL	LOC.	DEPT.	DIST.	RAWV	PAY CD.	CLG CD.	O.T. CO.	MAN PWR	CTV	AUTH. DATE (MO., DAY, YR.)	
	1101																		
ACTIVITY		SUB-ACTIVITY																	
ACCOUNT	SUB-ACCT.	FACILITY DIV.	I.O.	PREFIX	JOB ORDER NUMBER	SUFFIX	PERCENT	DIBBIO CANYON 211											
CANCEL	<input type="checkbox"/>																		
ESTABLISH	<input type="checkbox"/>																		
CHANGE	<input type="checkbox"/>																		

COMMENTS:
CHANGE OF CLASSIFICATION
 2ND STEP APPRENTICE DUE TO PAST EXPERIENCE AND ABILITIES SHOWN WHILE AT TEMPORARY RATE.

RECEIVED

LEAVE RETURN TERMINATION	EXP. DATE OF LEAVE (MO., DAY, YR.)	SIGNATURE OF EMPLOYEE	GIVE REASON AS ABOVE FOR L/A OR TERMINATION	ELIGIBLE FOR REHIRE YES <input type="checkbox"/> NO <input type="checkbox"/> (IF NO, GIVE REASON)
RECOMMENDED BY <i>W. H. ...</i>	APPROVED BY <i>[Signature]</i>	APPROVED BY	AUTHORIZED BY <i>[Signature]</i>	
PREPARED BY: J. H. BOWE	<input type="checkbox"/> RECOMMENDED <input type="checkbox"/> NOT RECOMMENDED		INITIALS	FILE MAINTENANCE (MO., DAY, YR.)
INDUSTRIAL REL.	SALARY ADMIN.	ELECTRIC OPER.	GAS OPER.	COMMERCIAL OPER.
			COMPTROLLER	PERSONNEL REL.
				EXECUTIVE

B

EMPLOYEE PROMOTED: GRIFFITH, G.W.
 SOCIAL SECURITY: 4364
 PRESENT CLASSIFICATION: GROUNDMAN
 EMPLOYMENT DATE OF PROMOTED EMPLOYEE: 640302

DATE OF PROMOTION: 780617
 PROMOTION-DEMOTION GEOGRAPHIC AREA NUMBER: 1
 PROPOSED CLASSIFICATION: APP LINEDMAN 2nd GRIP
 HAS EMPLOYEE PREVIOUSLY HELD PROPOSED RATE? NO

EMPLOYEES WITH EMPLOYMENT DATE EARLIER THAN THE EMPLOYMENT DATE OF PROMOTED EMPLOYEE:

<u>NAME</u>	<u>SOCIAL SECURITY NUMBER</u>	<u>EMPLOYMENT DATE</u>	<u>CLASSIFICATION</u>	<u>PREVIOUSLY HELD RATE PROPOSED?</u>	<u>REASON PASSED*</u>
<u>TR. DE.</u>			<u>Ø</u>		
<u>FRY, E. E.</u>	<u>9886</u>	<u>480304</u>	<u>GROUNDMAN</u>	<u>YES</u>	<u>2</u>
<u>SON, J. F.</u>	<u>1999</u>	<u>590902</u>	<u>✓</u>	<u>NO</u>	<u>1</u>

*No. 1-Not interested No. 2-Not qualified (Revoked/No license)

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#:

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: *Edward 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.H.C.</i>		

G.F.'s CONCURRENCE

a.	b.	c.
<i>W.H.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 poles

- 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 H. Clapp* GENERAL FOREMAN: *William H. Clapp*

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

LINE CONSTRUCTION DEPARTMENT

D

~~PERMANENT UPGRADE~~ PERMANENT UPGRADE
(Circle One)

P-D GEOGRAPHIC AREA NO. 4 DATE: 3-1-77
 EMPLOYEE'S NAME (Print) FRANK FON, JR. SS#
 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: _____
- UPR _____ 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)

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.
