

PACIFIC GAS AND ELECTRIC COMPANY

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April 3, 1980

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

Gentlemen:

Company proposes to amend the Master Apprenticeship Agreement to accommodate the changes proposed in General Negotiations concerning the bidding of journeyman Electrician in the Electric Maintenance and Steam Generation Maintenance Departments as follows:

If a journeyman in either the Electric Maintenance Department or the Steam Generation Maintenance Department bids to the apprenticeship of the other, such move shall not constitute one of the two opportunities to enter an apprenticeship. The foregoing shall be added to Paragraph G-11 of the Master Apprenticeship Agreement.

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

May 16, 1980

By



Business Manager

- iii. were laid off for lack of work. Employees who were laid off due to lack of work and who are still on layoff at the time retroactive payments are made will have their checks mailed to their last address of record with the Company. Retroactive checks which are returned by the postal service as undeliverable, for one reason or another, will be cancelled and Company will have no further obligation with respect to retroactive payments to such former employees.

The retroactive payments will be made on or before June 30, 1980.

- b. The new weekly wage rates for December 1979 and as recomputed on January 1, 1980, where necessary, and on January 1, 1981 and 1982 will be computed by adding 9.5 percent or 3 percent, as appropriate at the time, to the weekly wage rates in effect on the day preceding the application of the general increase and rounding the result to the next higher five cents.
- c. Retroactivity for the month of December 1979 will be calculated by taking 9.5 percent of each employee's actual earnings for that month. The usual required deductions will be made, not including retroactive adjustment of Group Life Insurance premiums or Union dues.
- d. For classifications to which classification wage adjustments apply, the classification wage adjustment will be added to the employee's rate on January 1, 1980, and the 9.5 percent general increase will be applied as above. The same procedure will be followed with respect to those General Construction wage adjustments which apply for 1981 and 1982.
- e. Except as specifically provided elsewhere in the settlement, the amended Working Conditions Agreement Sections will become applicable on the date on which the Agreement is ratified by the Union's membership. The provisions of Titles 110 of the Physical Agreement and 11 of the Clerical Agreement relative to shift and Sunday premiums will, however, be retroactively applied. The Agreement with respect to Titles 205 and 18 - Job Bidding and Promotion, provides for their effective date to be the first of June 1980.

7. Steam Generation Department Maintenance Hours and Days

During the bargaining leading to the adoption of Subsection 202.5(b), both Company and Union agreed that certain factors have occurred, some of which were outside of Company's control, which have created the need to provide Company's Steam Generation Department with Maintenance employees coverage on Saturdays and Sundays. Some of these factors are: The current shortage of generating capacity due to the difficulty in siting new plants; the excessive amounts of overtime currently being required of many Steam Generating Maintenance employees; the employees' strong preference not to work hours other than 8:00 - 4:30; and the difficulty in hiring and retaining qualified journeymen in the various Maintenance departments. Company and Union

basis as employees in traveling classifications. Employees who are now classified as non-traveling will not be reclassified as a result of this agreement. Any employee on the 10 and 4 work schedule, described herein, will have a separate vacation sign-up schedule, and will not have to compete with those employees working the 5 and 2 schedule. The Company and the Union also recognize that the problems outlined above are closely related to the general concept of traveling crews. Therefore, the parties agreed that assignments to schedules other than Monday through Friday would be limited to non-traveling classifications, and further to review the two major issues involved: that of the number of maintenance employees designated as "traveling;" and the distribution of such traveling assignments.

8. Shift Work Study

As stated during negotiations, Company intends to conduct a thorough study of shift-work in all its aspects during calendar year 1980. It is our understanding that the Union will take an active part in this study and will share in all data collected during this study. The Company intends to obtain outside professional help in conducting this study. Subsection 202.16(b)-Physical provides authority, by agreement, for the parties to make whatever changes relative to existing shift work appear advantageous and desirable upon completion of this study.

12. Proposed Subsection 112.8(b) (7.8(b))

The Company's withdrawal of the previously submitted provisions for the addition of Subsection 112.8(b) (7.8(b)) to the January 1, 1980 Agreements is conditioned on the following understanding: The Company will continue to administer a program to reduce job absenteeism. The Company's action in any individual case will be subject to the grievance and management's rights provisions of the Labor Agreements, past and future grievance decisions, letters of understanding, and Labor Agreement Interpretations.

13. School Expense Accounts

During the bargaining the parties agreed to develop jointly a simplified expense account form and explanation to be used by employees attending Company training schools.

14. Bidding Procedure

With respect to the application of Subsection 205.4(h) (18.4(h)), the Company will develop a computer procedure to notify employees who have submitted prebids eligible for consideration under the provisions of Subsections 205.7(a) and 205.8(a) (18.8(a)) of opportunities created by establishing a new classification at an existing headquarters and any jobs at a new headquarters on a systemwide basis, as appropriate.

April 3, 1980

15. Personal Appearance

In rescinding the provisions of Arbitration Case No. 34, it was agreed during the bargaining that the Company has a firm rule which provides that customer-contact employees' facial hair shall be neatly trimmed.

16. List of New Employees

The Company agreed, on a Division and Department basis, to provide Union at its headquarters with a biweekly list of all employees hired during the preceding two weeks.

If any of the foregoing or the attachments are not in accord with your understanding of the settlement reached, please let me know immediately.

Yours very truly,



I. WAYLAND BONBRIGHT
Manager of Industrial Relations

IWB:RS
Attach.

TITLE 500 (25) TERM

(Revised May 13, 1977, Amended January 1, 1980)

500.3 (25.3) General Wage Increases

(a) January 1, 1981 - Effective January 1, 1981, the wage rates established for January 1, 1980, in Exhibit X (F) of this Agreement shall be increased by 3%. In addition to the basic wage rates thus established, Company shall pay one cent per straight-time hour (forty cents per 40-hour week) for each full 0.3 points by which the Consumer Price Index, United States City Average - Urban Wage Earners and Clerical Workers (1967 Base Year) for the month of August 1980 exceeds the same Index for August 1979 (221.5).

(b) January 1, 1982 - Effective January 1, 1982, the basic wage rates established for January 1, 1981 (not including any cents per hour adjustment as provided in (a) above) in Exhibit X (F) of this Agreement shall be increased by 3%. In addition to the cents per hour adjustment as provided in (a) above, Company shall pay one cent per straight-time hour (forty cents per 40-hour week) for each full 0.3 points by which the Consumer Price Index, United States City Average - Urban Wage Earners and Clerical Workers (1967 Base Year) for the month of August 1981 exceeds the same Index for August 1980.

(c) The cents per hour adjustments as provided in Subsections (a) and (b) above shall be included in the wage rate for the computation of all benefits.

(d) Subsection (c) from offer of December 21, 1979.

ATTACHMENT D

AMENDMENTS TO JOB DEFINITIONS AND LINES OF PROGRESSION

GAS TRANSMISSION AND DISTRIBUTION DEPARTMENT

Note E to the Light Crew Foreman (0641) definition on Page 3 of Exhibit VI (which is also Page 3 of Attachment D) is added to read as follows:

- E. Temporary upgrades to Light Crew Foreman (0641) shall be limited to filling temporary vacancies in established positions, except that temporary upgrades may be made to such classification in a headquarters where there are no employees eligible to prebid to Light Crew Foreman (Welder) (0640).

Note K to the Fieldman definition on Page 10a of Exhibit VI (which is also Page 10a of Attachment D) is amended to read as follows:

- K. A formal training program will be established for the Fieldman classification. The Joint Apprenticeship Committee, no later than December 31, 1980, will negotiate the program with the understanding that the proposed 24-month wage step of the Fieldman classification will become effective once agreement has been reached or on December 31, 1980, whichever comes earlier. An employee who has been at the 18-month step of Fieldman for six months or more prior to the establishment of such program, or who has been at the 18-month step for six months and has successfully completed the training program provided for herein, shall progress to the new top rate on the earlier of the two such dates. If an employee progresses to the 2-year step and later fails to successfully pass the training program, he shall revert to the 18-month step. Further, the new Light Crew Foreman classification will not be implemented until such time as the training program is completed, except in those cases where it is necessary to demote a Light Crew Foreman (Welder) pursuant to Section 206.15 of the Physical Agreement.