

205.4 P

205.5 P

205.7 P

305.1 P

Ex. VIII P

81-28-PGE

# PACIFIC GAS AND ELECTRIC COMPANY

PGE

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

March 24, 1981

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

In response to your proposed letter agreement dated November 12, 1980, and in accordance with the provisions of Sections 205.19 and 500.5 of the Agreement, the Company proposes to waive the provisions of the second full paragraph of Exhibit VIII of the Agreement applying to operation, maintenance and construction employees in the following respects and with the following conditions:

1. When a General Construction employee in a journeyman or higher classification submits a prebid or postbid on a vacancy to which he would otherwise be entitled under the provisions of Title 205, and where the tasks of the Division job on which such employee has bid are substantially identical to the tasks he performs in General Construction.

Examples: Lineman and above - to Lineman and above

Working Foreman A or B - Gas Construction,  
who is a qualified welder bidding to Fitter  
or above in the Division

Equipment Mechanic or above or Field Garage  
Mechanic A or above (except Equipment Mechanics  
in Oakland or Davis who were hired to perform,  
and only perform, work in the body shop)  
bidding on Equipment Mechanic or Garage  
Subforeman classifications in the Division

2. Except in situations described in 1. above, when an employee in a General Construction classification which is higher than the normal entry level bids on a classification in a Division that has substantially identical tasks to those which he performs in G.C. Such determination as to tasks shall be the joint responsibility of the Division Personnel Manager or his designee and the Union Representative assigned to the area or his designee.

A former General Construction employee who has become a Division employee at the journeyman level or below must meet the pre-employment requirements for Division employees before being promoted to a working foreman job on other than a temporary basis. Notwithstanding the foregoing, successful performance as a temporary working foreman in a Division for a cumulative total of six months or more shall be presumptive evidence of meeting such requirements.

The foregoing is intended as a temporary solution to the problem. Company and Union intend to negotiate appropriate standards for bidding from General Construction jobs to Division jobs and list these standards in appropriate locations in Exhibit VI of the 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

March 31, 1981

By   
Business Manager