

## PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

August 25, 1983

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:

This proposed letter of agreement deals with certain employees who were laid off by General Construction for lack of work. Subsequently, the employees named on the attached list were rehired in certain Division jobs. Inasmuch as they were rehired more than one year following their layoff, the employees were not entitled to credit for Service prior to the layoff. In effect, they were rehired as probationary employees.

On August 19, 1982, the General Construction Joint Grievance Committee resolved a grievance concerning the layoff and recall to General Construction of certain General Construction employees who, under a literal construction of the Labor Agreement, had lost their preferential rehire rights and all Service prior to layoff. In resolving that grievance, the Company and Union members of the committee agreed to extend to such General Construction employees' preferential rehire rights under Section 306.14 of the Agreement to August 31, 1983. Thus, those employees covered by the grievance settlement who are recalled to the General Construction work force on or before August 31, 1983, regained their past Service, even though they may have been on lay-off status for more than one year.

While the Company does not propose to extend the grievance settlement to include the employees hired by the Divisions, we do propose to partially restore their Service provided they were hired by the Divisions before August 31, 1983. For the purposes of Titles 205 and 206 of the Physical Agreement and the Clerical Agreement equivalent, "Service" will be the date they were hired by the Divisions.

For all other purposes within the meaning of the Labor Agreements and Health and Benefit Agreement, "Service" will be the date of their latest Service date with General Construction.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. W. Bright*  
Manager of Industrial Relations

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

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

*Aug 26*, 1983

By *Jack McHenry*  
Business Manager

<u>Employee</u>	<u>Date of Hire by the Division</u>	<u>Current Classification</u>	<u>Division</u>	<u>Department</u>
Cates, D. L.	12/20/82	Helper - El Mice	Coast Valleys	Los Padres District
Kuhn, G. Q.	1/31/83	Auxiliary Operator	Coast Valleys	Div. Steam Elec. Gen. Supt.
Martin, G. W.	3/14/83	Auxiliary Operator	Coast Valleys	Div. Steam Elec. Gen. Supt.
Hayes, J. A.	4/4/83	Helper - El Mice	De Sabla	Hydro Elec. Production
Kennedy, R. M.	5/2/83	Operator-in-Training	De Sabla	Hydro Elec. Production
Hall, J. L.	3/10/83	Groundman	Drum	Electric T&D
Nelson, M. J.	1/17/83	Helper - Gas T&D ST	Drum	Nevada District
Maynard, K. R.	2/23/83	Groundman	Drum	Nevada District
Troub, J. R.	3/1/83	Utl. Clerk CS/Mkt.	Drum	Nevada District
Beal, R. L.	1/28/83	Helper - ST GN Mch.	East Bay	Div. Steam Elec. Gen. Supt.
Gover, H. K.	10/27/82	Auxiliary Operator	East Bay	Div. Steam Elec. Gen. Supt.
Ramos, J. G.	2/18/83	Groundman	East Bay	Mission District
Bettencourt, A. E.	5/19/83	Trv. Helper	East Bay	Div. Steam Elec. Gen. Supt.
Caldwell, II, C. E.	3/28/83	Auxiliary Operator	General Office	VP Nuclear Power Gen.
Morris, J. A.	10/20/82	Garageman	Humboldt	Div. Gas Supt.
Meyers, D. F.	10/11/82	Asst. Pwr. Plt. Opr.	North Bay	Div. Elec. Supt.
Morrison, K. W.	2/7/83	Helper - ST GN Mch.	North Bay	Div. Elec. Supt.
Olsen, M. G.	2/7/83	Helper - ST GN Mch.	North Bay	Div. Elec. Supt.
Burkhalter, E. D.	11/1/82	Groundman	Sacramento	Sacramento District
Burns, M. W.	12/17/82	Meter Reader	Sacramento	Solano District
Scofield, M. J.	9/20/82	Utl. Clerk CS/Mkt.	Sacramento	Yolo District
Kelsch, R. L.	4/21/83	Meter Reader	Sacramento	Solano District
Brown, J. H.	5/2/83	Groundman	San Joaquin	Kern District
Santa Cruz, A. G.	3/15/83	Helper - Gas T&D ST	San Joaquin	Kern District
Smith, J. G.	11/8/82	Groundman	San Joaquin	Fresno District
Wagoner, E. S.	2/1/83	Helper - El Mtr. Shop	San Joaquin	Div. Elec. Supt.
Stockton, N. F.	12/22/82	Utl. Clerk CS/Mkt.	San Joaquin	Fresno District
Cederlof, B. S.	11/8/82	Groundman	San Joaquin	Yosemite District
Haygood, G. K.	5/2/83	Groundman	San Joaquin	Kern District
Lawson, M. L.	4/18/83	Helper - Gas T&D ST	San Joaquin	Kern District
Gann, W. M.	11/29/82	Materialsman	San Joaquin	Div. General Services
Matthews, T. L.	4/8/83	Groundman	San Joaquin	Kern District
Little, J. A.	3/24/83	Groundman	San Joaquin	Fresno District
Nelson, P. S.	12/20/82	Meter Reader	San Joaquin	Yosemite District
Gibson, T. L.	3/7/83	Helper - El Mice	San Joaquin	Hydro Elec. Production
Lima, J. C.	12/13/82	Helper - Gas T&D ST	San Jose	De Anza District
Lighty, G. B.	6/27/83	Helper - Gas T&D ST	San Jose	De Anza District
Hardy, B. J.	12/17/82	Helper - Gas T&D ST	San Jose	Central District
Atondo, C. J.	4/18/83	Groundman	San Jose	Central District
Olivo, Jr., D.	5/2/83	Helper - Gas T&D ST	San Jose	Coast District
Boone, D. L.	3/16/83	Helper - Bldg. Svc.	Shasta	Div. Gas Supt.
Wertz, R. G.	2/83	Meter Reader	Shasta	

<u>Employee</u>	<u>Date of Hire by the Division</u>	<u>Current Classification</u>	<u>Division</u>	<u>Department</u>
Rivera, R. A.	5/2/83	Garageman	Shasta	Cascade District
Webster, A. H.	5/2/83	Helper - Water	Shasta	Hydro Elec. Prod.
Gilbert, C. C.	11/29/82	Meter Reader	Stockton	Stanislaus District
Dodgion, J. W.	1/27/83	Groundman	Stockton	Delta District
Mc Laughlin, R. K.	1/17/83	Groundman	Stockton	Mother Lode District
Haycraft, G. L.	1/17/83	Groundman	Stockton	Mother Lode District

Local Union 1245  
International Brotherhood  
Electrical Workers



(3063 CITRUS CIRCLE) • P.O. BOX 4790, WALNUT CREEK, CALIFORNIA 94596 • (415) 933-6060

August 26, 1983

This Letter Agreement is being signed with the understanding that the attached list of 48 employees is a complete list of affected employees. In the event additional employees who should have been included on the list but were inadvertently omitted are identified or additional employees are hired on or before August 31, 1983, such employees shall be included on such list and shall be subject to the provisions of this Letter Agreement 83-79-PGE.

Handwritten signature of Jack McNally in cursive script.

Jack McNally, Business Manager  
Local Union 1245, I.B.E.W., AFL-CIO

Handwritten signature of I. W. Bonbright in cursive script.

I. W. Bonbright, Manager of Industrial  
Relations, Pacific Gas & Electric Company

/rlm  
Attachment