

## PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

February 11, 1987

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:

The Company will be further consolidating the Materials Department in Sacramento Valley Region and proposes to relocate several Materials employees from Sacramento Division to the North Valley Materials Distribution Center in Marysville, Colgate Division. The Company also proposes to establish three shifts at the facility.

Pursuant to Sections 202.16, 205.19, and 206.12 of the Physical Agreement, the Company proposes the following:

1. Three employees and their classifications are to be relocated to the Marysville facility. They are:
  - Howard G. Willis, Materials Facility Man - Sacramento
  - Floyd Thomas, Materials Leadman - Vacaville
  - J. D. Forslund, Materials Leadman - Placerville.
2. The above employees will be considered to be headquartered within Sacramento Division in the application of Subsection 205.5(d) for a period of one year following their report date to Marysville.
3. Employees who move their household as a result of this relocation and otherwise qualify for the moving allowance as described in Section 206.8 of the Physical Agreement will be reimbursed in accordance with those provisions, with the understanding that an employee experiencing a move need not relocate within a commutable distance; however, the move must relocate the employee reasonably closer to the new headquarters.
4. The following shifts will be established at the North Valley Materials Distribution Center and will be filled based on Company seniority and present classification. (Exhibit I)

5:00 a.m. - 1:30 p.m.  
 7:30 a.m. - 4:00 p.m.  
 2:00 p.m. - 10:30 p.m.

5. Filling of classifications on all shifts at the North Valley Materials Distribution Facility will be by Company seniority of employees now holding those classifications (Exhibit II) in the following order:

1. Subforeman
2. Facility Man
3. Leadman Drivers
4. Leadman
5. Materialsman

Employees in each classification beginning with the highest classification will be given an election list of available shifts. Shift selection preference will be determined by Company seniority. If, following the shift selection, shifts remain unfilled with the required complement, the least senior employees in the classification will be assigned to those remaining shifts. Once all the shifts are filled, the remaining employees will be "red-circled" and pooled with employees in the next lower classification.

6. In the future, as positions become vacant, "red-circled" employees will be required to fill those jobs in their base classification before other employees would be allowed to change shifts. "Red-circled" employees will not be forced to another less-desirable shift (i.e. move from 5:00 a.m. or 7:30 a.m. to 2:00 p.m. shift) as a result of a future shift vacancy.
7. Employees required to demote or transfer will be entitled to Section 206.9 rights.
8. Company and Union agree to establish a joint committee to resolve any issues that arise as a result of this consolidation.

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 the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. H. Wright*  
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

Mar 2, 1987

By *Jack Welch*  
Business Manager

EXHIBIT I

SHIFTS AND CLASSIFICATIONS

1. 5:00 a.m. to 1:30 p.m.

Materials Supervisor:

Picking:

Materials Leadman  
Materialsman  
Materialsman  
Materialsman  
Materialsman

Drivers:

Leadman Driver  
Leadman Driver  
Leadman Driver  
Leadman Driver  
Leadman Driver

Receiving:

Materials Leadman  
Materialsman

2. 7:30 a.m. to 4:00 p.m.

Superintendent  
General Foreman  
Center Operations Supervisor  
Distribution Supervisor

Office:

Materials Leadman (Red-circled Facility Man)  
Materialsman (Jobsite)  
Materialsman (Back Orders)  
Materialsman (Gas Reports)  
Materialsman (Typing)  
Materialsman (Local Orders)

Stock Status:

Materials Leadman (Red-circled Facility Man)  
Materialsman (Computer)  
Materialsman (Dailystores)

2. 7:30 a.m. to 4:00 p.m. (cont'd)

Yard Leadman/Picking:

Materials Leadman  
Materialsman  
Materialsman  
Materialsman  
Materialsman  
Materialsman

Receiving:

Materialsman  
Materialsman  
Materialsman (UPS)

Distribution Leadman:

Materials Leadman

Salvage:

Materials Leadman  
Materialsman  
Materialsman  
Materialsman

Gateway/Shipping:

Materials Leadman  
Materialsman  
Materialsman  
Materialsman

Automotive:

Materialsman

Resident:

Resident Leadman

3. 2:00 p.m. to 10:30 p.m.

Supervisor  
Subforeman

Office:

Materialsman  
Materialsman

3. 2:00 p.m. to 10:30 p.m. (cont'd)

Drivers:

Leadman Driver  
Leadman Driver  
Leadman Driver  
Materialsman  
Materialsman

EXHIBIT II  
 NORTH VALLEY MATERIALS DISTRIBUTION CENTER  
 CLASSIFICATION - SENIORITY LIST  
 JANUARY - 1987

<u>Subforeman</u>	<u>Seniority Date</u>	<u>Materialsman</u>	<u>Seniority Date</u>
J. H. Noel	10/15/56	J. Colvard	5/28/74
J. L. Brown	2/4/57	D. Link	12/3/75
		B. Robertson	5/12/77
<u>Facility Man</u>		J. Robinson	8/12/77
H. G. Willis	3/18/68	M. Hutcheson	4/4/78
		R. Mayfield	5/22/78
<u>Leadman</u>		J. Miller	6/8/78
J. W. Monroe	9/23/58	P. Wilkes	10/18/78
R. Nightingale	7/31/63	F. Montiero	10/30/78
E. L. Buys	6/30/65	J. Divelbiss	10/22/79
J. D. Forslund	2/21/66	R. Monahan	11/13/79
F. Thomas	3/28/67	G. Barnes	1/16/80
J. L. McDaniel	6/6/68	M. Engel	3/5/80
D. R. Paver	8/9/71	D. Forrette	4/28/80
A. Iwasaki	11/21/71	R. Fink	5/6/80
D. W. Nathan	3/9/72	R. Harriger	8/19/80
M. Ybarra	2/1/73	B. Setser	12/1/80
M. Johnson	6/18/73	L. Shuman	3/20/81
N. Tolbert	11/10/75	R. D. Hearne	10/6/83
		D. Metzker	6/4/84
<u>Leadman Driver</u>		W. Sarcona	7/5/84
J. Termine	10/14/55	M. Smith	3/7/85
K. Massey	2/18/72	L. Arostegui	3/8/85
D. Colvard	3/24/72	G. Weatherson	3/18/85
J. R. Petersen	9/1/73	L. Traverso	10/21/85
R. Shaeffer	6/9/76		
J. Sanders	4/19/77		
L. Whitmore	8/18/80		
G. A. Russ	5/12/84		