

PACIFIC GAS AND ELECTRIC COMPANY

PGE + 215 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 972-7000 • TWX 910-372-6587

July 19, 1988

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

As a result of discussions with Darrel Mitchell of Local 1245, Company proposes to amend Part I. Section 19.9 - Accelerated Promotion of letter agreement 87-175 which clarifies Title 19 -Demotion and Layoff Procedure of the Clerical Agreement, as follows:

I. SECTION 19.9 - ACCELERATED PROMOTION

1. No change
2. Subsection 19.9(a) provides for a displaced employee's accelerated return to former classification and headquarters. Because this would not necessarily result in the employee's regaining former bid/upgrade privileges, department is also a part of the employee's accelerated rights in regaining former status.

EXAMPLE:

A Utility Clerk-typist in electric-Operating in Santa Rosa is displaced to Utility Clerk-Customer Services in San Rafael. The employee has accelerated rights back to classification and headquarters, that is, Utility Clerk, Santa Rosa. Therefore, the employee is entitled to accelerated rights under 19.9(a) to all Utility Clerk classifications headquartered in Santa Rosa. Once there, however, the employee continues to have 19.9(a) rights to Utility Clerk in electric-Operating in Santa Rosa since returning to that department would make the employee's status whole. [Please note: the employee does not need to regain a classification with typing to be considered whole since his/her upgrade/prebid status is now the same as it was prior to the displacement.]

[2]3. No other change

[3]4. No other change

EXAMPLE:

A Sr. Service Rep.I-Customer Services in Concord who has been demoted to Utility Clerk-Operating in Richmond has the following 18.8(a) and 18.5(a) prebid and transfer rights:

- (1) 18.5(a) transfer rights to Utility Clerk in Concord.
- (2) 18.5(a) transfer rights to Utility Clerk-Customer Services in Concord.
- (3) 18.8(a) prebid rights to Service Rep.-Customer Services or Marketing - any headquarters in system on a one-time basis only.

Once the employee has been awarded a Service Representative classification under Section 18.8(a) the employee continues to have 19.9(a) rights to Service Representative-Concord and their 19.9(a) rights would continue until the employee has been returned to his/her former department in the Customer Service line of progression.

- (4) 18.8(a) prebid rights to Sr. Service Rep.I-Customer Services or Marketing -any headquarters in system on a one-time basis only.

Once the employee has been awarded a Sr. Service Rep. I classification under Section 18.8(a) the employee continues to have 19.9(a) rights to Sr. Service Rep. I-Concord and their 19.9(a) rights would continue until the employee has been returned to his/her former department in the Customer Services line of progression.

Once the employee has been returned to Sr. Service Rep. I -Customer Services in Concord the employee has exhausted all of the rights under 19.9(a) and (b) because the employee has now been returned to his/her former status, which is classification, headquarters, and department.

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bragg
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

July 27, 1988

By Jack McHenry
Business Manager