



LETTER AGREEMENT No.



91-59-PGE

Pacific Gas and Electric Company
Industrial Relations Department
215 Market Street
San Francisco, California 94106
[415] 973-1125

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

David J. Bergman, Acting Manager

Jack McNally, Business Manager

April 15, 1991

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:

Company proposes to amend Item C of letter of agreement 90-113 to eliminate the requirement to establish a separate prebid code number for those positions requiring the CDLA. This amended policy applies to all agreements and letters of understanding which have been written on the CDLA issue subsequent to LA 90-113.

Effective with the signing of this agreement, all CDLA designated classifications will be removed from Prebid Directories. In those instances where the base classification no longer exists on the prebid directory but is represented by a CDLA designation of the same classification, the base classification will be posted as a "New Classification at Headquarters" for information purposes only.

Future vacancies in CDLA designated classifications will be filled pursuant to the procedures outlined in Company's letter of January 30, 1991. Should it become necessary to fill the vacancy under the provisions of Section 205.7 (i.e., no volunteer at headquarters), the Company will use the prebid list for the base classification. For example, when filling a Lineman/CDLA in Santa Rosa and there are no qualified volunteers from Santa Rosa, Company will use the prebid list for Lineman-Santa Rosa.

If the headquarters is above the 125% complement, the Company cannot bypass employees for CDLA classifications for lack of a Class A license as per our January 30, 1991 letter. If the headquarters and department is not above 125% of its complement, senior bidders who are not qualified for the CDLA or who decline to accept the CDLA designation will be bypassed. However, such employee will not be removed from the list of bidders for the base classification.

Qualified is defined to mean the employee must be in possession of the Class A License by the control date of the vacancy. If the Company has failed to provide an opportunity for the employee to obtain the license Company must do so before a bypass can be made for failure to meet this requirement.

For a 60 day period following the signing of this agreement, Company will use the bid list for both the CDLA designated classification and the base classification when filling classifications. This is to avoid penalizing employees who have placed their bids on file for CDLA designated classifications.

In addition, Company shall provide to the local IBEW Business Representative, upon request, a current inventory of all equipment which requires the possession of a commercial driver license for its operation and also, upon request, a current list of all CDLA designated personnel by name and classification.

Further, at the request of the Union, the local Business Representative and Human Resources Representative will hold a joint stand-up meeting for the purpose of explaining this revised prebid procedure.

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 
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 ELECTRIC WORKERS, AFL-CIO

April 29, 1991
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By 
Business Manager