



LETTER AGREEMENT No.93-45-PGE



Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, California 94105
[415] 973-3420

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

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

June 4, 1993

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The Company proposes, pursuant to Subsection 10.7(b) of the Clerical Agreement, to change the hours of Operations Unit employees in the Company's Payment Processing Center.

The Company has purchased two Intelligent Character Recognition Payment Processing systems (referred to as the ICR system), two High Speed Extraction Machines, and related equipment. The ICR system will improve the quality of service provided to clients by eliminating customer payment backlogs and increase daily working cash flow. The use of this new technology impacts the current work processes and requires hours changes to accommodate required work flow.

Affected employees will be given an opportunity to volunteer for new work schedules based on seniority within new work units and with respect to job classification. Any work schedules which are not filled by volunteers will be filled in reverse seniority order. All affected employees will be given the opportunity to volunteer for the new work schedules at the same time.

The proposed hours and shifts for the Payment Processing Center are:

CURRENT

EARLY PROCESSING

Start 04:00 A.M. - 04:30 A.M.
End 12:00 NOON - 12:30 P.M.

DAY PROCESSING

Start 07:30 A.M. - 08:00 A.M.
End 03:30 P.M. - 04:00 P.M.

CLOSING/DEPOSIT CONTROL

Start 09:00 A.M. - 10:00 A.M.
Core Hours 03:00 P.M. - 05:30 P.M.
End 05:30 P.M. - 06:00 P.M.

CLOSING/TRANSIT CONTROL

Start 10:30 - 11:30 A.M.
Core Hours 04:00 - 07:00 P.M.
End 07:00 - 07:30 P.M.

PAYMENT RESEARCH

Start 06:45 A.M.
End 05:00 P.M.

PROPOSED

EXTRACTION UNIT (Absorbs Payment Research and part of Day Processing)

Start 12:00 MID - 12:30 A.M.
End 08:30 AM - 09:00 A.M.

One employee will have core hours of:
10:00 P.M. - 12:00 MID

PROCESSING UNIT (Absorbs Early Processing-

Start 04:00 A.M. - 4:30 A.M.
End 12:00 NOON - 01:00 P.M.

One employee will have core hours of:
04:00 A.M. - 06:00 A.M.

RESEARCH/DEPOSIT CONTROL (Absorbs Closing/Deposit Control, Closing/Transit Control, Payment Research and the remainder of Day Processing)

Start 08:00 A.M. - 09:00 A.M.
End 04:30 P.M. - 05:30 P.M.

One employee will have core hours of:
03:30 P.M. - 05:30 P.M.

This proposal cancels and supersedes Letter Agreement 92-54 and may be canceled by either party upon 30 days written notice to the other party.

This proposal has been reviewed with IBEW Business Representative Lula Washington.

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 & ELECTRIC COMPANY

By 
Director and Chief Negotiator

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

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

 1993

By 
Business Manager