



LETTER AGREEMENT No. 93-46-PGE



Pacific Gas and Electric Company
Industrial Relations Department
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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 10, 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:

This letter is an addendum to the May 24, 1993 cover letter and 1993 General Negotiations settlement package.

Pursuant to ongoing discussions between the parties, Company has conducted additional analysis of the business needs and operational demands of departments within the Controllers organization. The results of this analysis indicate the possibility of a lack of work situation during the latter part of 1993, for clerical bargaining unit employees represented by IBEW Local Union 1245. Based upon this business necessity, Company believes that it is appropriate to apply Special Provision N to eligible employees in targeted organizations within the Controllers organization. However, operational demands require that Special Provision N be applied only on a limited basis in order to maintain service requirements within the Controllers organization.

Accordingly, Company proposes to amend the settlement reached between the Company's Negotiating Committee and the Union's Negotiating Committee in the 1993 General Negotiations in order to include a limited application of the provisions of Special Provision N of the Benefit agreement, to clerical bargaining unit employees in the Controller department as described below.

Targeted Areas

The following areas in the Controllers department are eligible for the VRI Benefit:

Accounts Payable
Budget
Payroll
Capitol Accounting
General Accounting

Application

In the application of this addendum, the terms of Special Provision N of the 1994 Benefit Agreement will be applicable in accordance with the following:

1. The VRI benefit will be available to eligible employees in the targeted areas described above, up to a maximum of 40 employees.
2. In the event the number of eligible employees electing to participate in the VRI exceed the maximum participation level established above, the VRI benefit will be made available by order of seniority.
3. All other terms and conditions of Special Provision N shall apply.

This agreement also serves to clarify the parties intent that clerical bargaining unit employees in the Customer Accounting Department of the Financial and Accounting Services organization are included under application of Special Provision N.

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 
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

By 
Business Manager

Aug 2, 1993