



LETTER AGREEMENT NO. 94-112

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
201 MISSION STREET, ROOM 1513A
MAIL CODE P15A
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-3425

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

RONALD L. BAILEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

December 2, 1994

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:

During recent Meter Reader Title 21 Meetings, the Company outlined several types of new technology that are available to automate meter reading. It is expected that these technologies will become cost effective in the next 5-10 years and will eventually replace the Meter Reader classification.

Until these technologies become cost effective, the Company is using a recently developed Reroute Software Program to develop optimal route sizes. It is expected that it will take up to six months to complete a system-wide reroute using this technology and that up to 70 positions will be captured.

Due to the large number of Meter Reader vacancies in the system and the Company's desire not to fill these positions with regular employees who would cause subsequent displacements in the workforce when the Reroute Project is completed, the Company proposes the establishment of a Meter Reader-Conditional classification (2781) to fill temporary positions. The following conditions will apply to the filling of these conditional positions.

1. Company will make unrestricted appointments to the Meter Reader-Conditional classification and employees filling these positions will not attain any rights provided in Titles 18 (Job Bidding and Transfer System) and 19 (Demotion and Layoff Procedures). All other aspects of the agreement will apply.

- 2. The Company will not decrease the total number of regular Meter Readers (2785), except through attrition, while using the Meter Reader-Conditional classification.
- 3. Clerical and physical bargaining unit employees with regular status who are subject to being laid off under the provisions of Section 19.7 of the Clerical Agreement or 206.7 of the Physical Agreement may displace an employee in a Meter Reader-Conditional classification, in which case they will be placed in a regular Meter Reader position (2785) with regular Title 18 and 19 rights.
- 4. The Company may continue to use the Meter Reader-Conditional classification until the Reroute Project is completed or six months have passed from the signing of this agreement, whichever occurs first.
- 5. Company will inform Local 1245 when filling a Meter Reader-Conditional position.

The Company and Union will continue to discuss the filling of Meter Reader vacancies that occur after the Reroute Project is completed due to the expected elimination of this classification.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided 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.

, 1994

By:
Business Manager