



# LETTER AGREEMENT NO. 94-16-PGE

**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

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

JACK McNALLY, BUSINESS MANAGER

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February 1, 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:

The Company proposes, pursuant to Subsection 10.7 (b) of the Clerical Agreement, to establish new work hours in the Payment Processing Center effective March 7, 1994.

The Company has completed installation of an Intelligent Character Recognition Payment Processing System (referred to as the ICR system). The ICR system will improve the quality of service provided to customers and clients by greatly reducing customer payment backlogs, improving processing accuracy, and increase the daily working cash flow. The conversion to the ICR system impacts the current work processes and requires hours and shift adjustments to accommodate required work flow.

All 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 that are not filled by volunteers will be filled in reverse seniority order. All employees will be given the opportunity to volunteer for the new work schedules at the same time.

Effective March 7, 1994, hours and shifts for the Payment Processing Center will be:

**Current:**

**Proposed:**

Extraction Unit

Extraction Unit

Monday - Friday  
Start 12:00 a.m. - 12:30 a.m.  
End 8:00 a.m. - 9:00 a.m.

Monday - Friday\*  
Start 11:30 p.m. - 12:30 a.m.  
End 8:00 a.m. - 9:00 a.m.

Tuesday - Saturday \*\*  
Start 11:30 p.m. - 12:30 a.m.  
End 8:00 a.m. - 9:00 a.m.

- \* Staffing includes 10 Utility Machine Operators.
- \*\* Staffing includes one Sr. Accounting Clerk and 8 UMO's.

Processing Unit

Processing Unit

Monday - Friday  
Start 6:00 a.m. - 6:30 a.m.  
End 2:00 p.m. - 3:00 p.m.

Monday - Friday\*  
Start 5:30 a.m. - 6:30 a.m.  
End 2:00 p.m. - 3:00 p.m.

- \* Staffing includes one Sr. Accounting Clerk and 14 UMO's.

Research/Deposit Control Unit

Research/Deposit Control Unit

Monday - Friday  
Start 8:00 a.m. - 9:00 a.m.  
End 4:30 p.m. - 6:00 p.m.

Monday - Friday\*  
Start 7:30 a.m. - 9:00 a.m.  
End 4:00 p.m. - 6:00 p.m.

- \* Staffing includes one Sr. Accounting Clerk, 11 Accounting Clerks, and 22 UMO's.

This agreement may be canceled by either party upon 30 days written notice to the other party.

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.

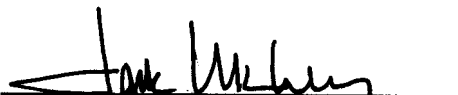
Very truly yours,

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

Feb 28, 1994 By:   
Business Manager