



LETTER AGREEMENT NO. 95-05

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
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SAN FRANCISCO, CALIFORNIA 94177
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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

January 27, 1995

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

Dear Mr. McNally:

This letter confirms the discussion and agreement between the parties regarding the Company's administration of the upcoming wave of system-wide employee displacements and the concurrent filling of a substantial number of clerical vacancies, pursuant to Sections 18.17 and 19.12 of the Clerical Agreement.

1. The Company will not proceed with any Title 19 clerical employee displacements during this wave of displacements. The normal administration of Title 18 is expected to significantly rebalance the clerical workforce and substantially reduce the need for any Title 19 activity. The provisions of Subsection 18.5(b) are waived. The provisions of 18.5(c), which requires the Company to request a second transfer list to identify new timely bidders, are also waived.
2. Vallejo office employees who have been temporarily headquartered to another headquarters due to the closure of the Vallejo office in December will be given their Section 19.9 rights.
3. The Company may utilize the provisions of Section 19.16 to relocate clerical bargaining unit employees within a demotion area when the number and the classification of jobs is unchanged.
4. The Company will fill authorized positions in the Call Centers as quickly as possible. The Company may continue to let part-time employees voluntarily work full-time schedules through July 1, 1995, while the Company fills positions and provides training to the successful bidders. In order to expedite the filling of Call Center positions, the Company will offer vacant shifts / schedules to current Call Center employees in the same classification, status, and headquarters prior to filling jobs through the normal job bidding and transfer system. Once the authorized positions are filled, the Company will return to the regular practice of filling vacant shifts / schedules through established bid numbers associated with each shift / schedule.

- 5. The Company will fill all clerical vacancies as quickly as possible. A control date of no earlier than February 15, 1995, will be established for authorized vacancies. The provisions of Subsections 18.4(d) and 18. 5(c) will be modified by requiring bids and transfers to be submitted within five days instead of the contractually agreed to eight days before the established control date for all clerical vacancies through July 1, 1995. Physical bargaining unit employees who are subject to being displaced will be encouraged to submit bids and transfers to available clerical vacancies. Employees must be qualified or have submitted a request to take a qualification test by the established control date. The Company will be prepared to administer clerical position qualifications tests to physical employees in a timely manner.
- 6. Physical bargaining unit employees who are assigned layoff under Sections 206.7 or 306.7 will be offered clerical vacancies that are not filled by the Title 18 job bidding and transfer process. Employees who are assigned layoff will be given a list of clerical positions that are vacant 5 days prior to the issuance of Title 206/306 job assignments. Employees will be given 5 workdays to prioritize positions that they would accept. Available clerical positions will be awarded based on the seniority of qualified employees who return option lists. Physical bargaining unit employees who accept placement into a clerical position will retain preferential ("a") bidding rights to their previous classification and headquarters.
- 7. The Company will continue to offer unfilled clerical vacancies to physical bargaining unit employees who are assigned layoff in any subsequent wave of Title 206/306 through July 1, 1995.
- 8. Physical bargaining unit employees in the rehire pool will be considered for clerical vacancies after clerical employees through July 1, 1995, under the normal Reemployment Provisions.

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.

, 1995

By:
Business Manager