



**LETTER AGREEMENT
NO. 95-07-PGE**

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
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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

March 9, 1995

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:

Pursuant to Letter Agreement 94-53, the Company - Union Meter Reader Title 8 Meeting has proposed the following modifications to Exhibit C (Meter Reader Agreement) of the Clerical Agreement.

Current language:

E. Meter Reader Route Assignments

1. Meter Reader route strings will be developed by Senior Meter Readers (all field duties) and the meter reading supervisor (final decision) with maximum participation by Meter Readers effected. A route string is defined as the number of meter books needed to constitute one month's work (approximately 21 routes).
2. Route strings will be bid based on Company service.
3. Route string bidding was implemented in May 1984 to be effective with the "B" serial in June 1984. The procedure for selection will be as follows:
 - (a) The supervisor will meet with the most senior Meter Reader (Company service) who will bid his/her route string.
 - (b) The supervisor will meet with the second most senior Meter Reader who will bid his/her route string. This process will continue until all Meter Readers have bid their route string in seniority order.

4. New route strings will be bid in the same manner set forth above in May of 1984 to be effective until "B" serial in the following June. No Meter Reader may bid the same string two years in a row without the consent of local management. Each year thereafter, route strings will be bid in May to be effective with the "B" serial in June.
5. As an option, local offices (by majority vote) may establish route assignments by rotation. "Rotation" is defined as changing route strings once every one-to-six months in a manner determined by a majority of Meter Readers at that headquarters.
6. As a further option, local offices (by majority vote and manual agreement) may establish route assignments in a manner different than set forth above. "Mutual agreement" is defined as written agreement between Company's Manager of Industrial Relations and Union's Business Manager.
7. Route strings may be rebid before May of any year in which there is rerouting other than the minor adjustments of several routes. If rerouting occurs before December, rebid until next June. If it occurs after December, then rebid until following June (this could result in a 13- to 18-month assignment).
8. Company may assign routes on any given day necessary due to sickness, vacations, etc., provided the temporary assignments are equitably distributed among the Meter Readers in the office.
9. Strings vacated permanently will be open for bid to the senior volunteer Meter Reader prior to December 1 of each year. After December 1, vacated strings will be assigned by Company.
10. This procedure shall be in effect from year to year unless amended by written agreement between the Company's Manager of Industrial Relations and the Union's Business Manager.
11. Reroute string bidding, as agreed to on August 26, 1983, will remain unchanged for all locations except Sacramento District. Sacramento District current route bidding system will remain in effect with seniority to be based on their length of time at that headquarters. The conditions and procedures regarding their system will be in accordance with the agreement reached in Review Committee File no. 1519, as interpreted and implemented by the parties in the past.
12. Route string bidding for Meter Readers returning to the active payroll.
 - (a) For headquarters that bid on an annual basis (and Sacramento Division).
 - (i) If the Meter Reader returns to the active payroll prior to December 1, and is available at the time the route strings are bid, such Meter Reader will be contacted and allowed to bid the route strings.
 - (ii) If the Meter Reader will return on or after December 1, or is unavailable at the time the route strings are bid, such Meter Reader will be assigned to an available string upon their return.

- (b) For headquarters that rotate strings during the year.
 - (i) If the Meter Reader returns to the active payroll with one-half or more of the time left on the rotation, such Meter Reader will be allowed to bump any junior Meter Reader at the time of his or her return.
 - (ii) If the Meter Reader returns to the active payroll with less than one-half of the time left on the rotation, such Meter Reader will be assigned to an available string.
- (c) For headquarters that have established route assignments by Letter Agreement different than those above, provisions will be established and agreed to locally.

Proposed language:

E. Meter Reader Route Assignments

1. Meter Reader route strings will be developed by Senior Meter Readers (all field duties) and the meter reading supervisor (final decision) with maximum participation by Meter Readers effected. A Route string is defined as the number of meter routes needed to constitute one month's work (approximately 21 routes).
2. Route strings will be bid based on Company service.
3. Route string bidding was implemented in May 1984 to be effective with the "B" serial in June 1984. The procedure for selection will be as follows:
 - (a) The supervisor will meet with the most senior Meter Reader (Company service) who will bid his/her route string.
 - (b) The supervisor will meet with the second most senior Meter Reader who will bid his/her route string. This process will continue until all Meter Readers have bid their route string in seniority order.
4. New route strings will be bid at the completion of the 1995 Reroute Project and will be effective until "B" serial in June 1999. Meter Readers will be given the option of selecting a "partner" in their office, whom they can switch routes with after 2 years if both partners agree. Employees who bid into an existing position will assume the "Partner" relationship previously agreed to. Route strings may be rebid before 4 years if a major (entire office) reroute occurs.

- 5. As a further option, local offices (by majority vote and mutual agreement) may establish route assignments in a manner different than set forth above. "Mutual agreement" is defined as written agreement between Company's Manager of Industrial Relations and Union's Business Manager.
- 6. Route strings may be rebid in any year in which there is rerouting other than the minor adjustments of several routes. If rerouting occurs, rebid until June 1999.
- 7. Company may assign routes on any given day necessary due to sickness, vacations, etc., provided the temporary assignments are equitably distributed among the Meter Readers in the office.
- 8. Strings vacated permanently will be open for bid to the senior volunteer Meter Reader if the vacancy occurs in the first 3 years. If the vacancy occurs in the fourth year, vacated strings will be assigned by Company.
- 9. This procedure shall be in effect from year to year unless amended by written agreement between the Company's Manager of Industrial Relations and the Union's Business Manager.
- 10. Route string bidding for Meter Readers returning to the active payroll.
 - (a) For headquarters that bid every four (4) years and headquarters that establish route assignments in a different manner (paragraph 5), employees on the inactive payroll will be contacted and may bid route strings with no restrictions.
 - (b) For headquarters that have established route assignments by Letter Agreement different from those above, provisions will be established and agreed to locally.

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