



LETTER AGREEMENT NO. 95-108-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

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

August 22, 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:

Consistent with the provisions of Letter Agreement R1-95-33, Company proposes to establish procedures for staffing the San Francisco Mission Street Joint Payment Facility. The following procedures will be followed in staffing bilingual positions at this office:

1. The Company will solicit volunteers on a quarterly basis to fill bilingual positions at the Mission Street Joint Payment Facility. Company will determine if volunteers have the necessary language skills to converse with customers.
2. An employee volunteering to work at the Mission Street Facility will be agreeing to do so for a minimum of six consecutive months as long as the employee's base classification remains in San Francisco Division Customer Services or the San Francisco Call Center. Employees working at the facility will be subject to the provisions of Section 10.8 of the Clerical Agreement on Temporary Headquarters.
3. Company will identify the number of full-time and part-time bilingual positions needed at the Facility. Positions will be filled by seniority as specified below:
 - a. Volunteers from San Francisco Customer Services
 - (1) in the same classification and status (full-time or part-time).
 - (2) in the same classification. (The Company may use part-time Service Representative volunteers on a full-time basis.)

- (3) in the next lower classification and status (full-time or part-time).
- (4) in the next lower classification (regardless of status).
- (5) in the next higher classification and status (full-time or part-time).
- (6) in the next higher classification (regardless of status).

b. Volunteers from the San Francisco Call Center

- (1) in the same classification and status (full-time or part-time).
- (2) in the same classification. (The Company may use part-time Service Representative volunteers on a full-time basis.)
- (3) in the next lower classification and status (full-time or part-time).
- (4) in the next lower classification (regardless of status).
- (5) in the next higher classification and status (full-time or part-time).
- (6) in the next higher classification (regardless of status).

This proposed agreement has been discussed with Union Business Representative Frank Saxsenmeir.

This agreement may be canceled by either party with 60 calendar days notice to the other party.

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.

Sept 5, 1995

By: 
Business Manager