



**LETTER AGREEMENT  
NO. 95-148-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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MEL BRADLEY, MANAGER OR  
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

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November 27, 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:

Letter Agreements 95-87 and 95-115 will expire on December 31, 1995. It has become clear that a temporary work force will be needed to meet the current demand of the work in Field Services. The Company and Union are working together on a workforce flexibility plan to meet the demands of the work load. In order to meet the current work demand the Company will move to fill positions where a need has been clearly identified and will utilize Field Service Representatives and Temporary Service Persons as follows:

**1. FIELD SERVICE REPRESENTATIVE**

Field Service Representatives (2231) hired pursuant to Letter Agreement 95-87 that have regular status can remain as Filed Service Representatives until December 31, 1996. The Field Service Representatives that have regular status are those that were rehires from the 306.14 and 206.13 rehire pool. If as of December 31, 1996, any Field Service Representatives are on the payroll they will be given their Title 206 displacement notice. Field Service Representatives will be considered as Subsection 205.7 (b) bidders to 2230 Reserve Gas Service Representative.

**2. TEMPORARY SERVICEPERSON**

The classification 0082 Temporary Serviceperson (HH) will continued to be used through September 1996.

**3. CONVERSION OF FIELD SERVICE REPRESENTATIVES**

The 2231 Field Service Representative will have the option of becoming a 0082 Temporary Serviceperson (HH) and will be covered under the provisions of the Generic Hiring Hall Letter Agreement 95-145. Those Field Service Representatives who elect not to convert will be terminated from employment except for those who have regular status. Only the Field Service Representatives from the rehire pool should have status.

**4. WORK DAYS AND WORK HOURS**

Hours of work for these employees will be Monday through Friday between the hours of 7:00 a. m. and 7:00 p. m.

**5. UPGRADES**

The 2230 Reserve Gas Service Representative will be upgraded pursuant to Section 205.3 of the Agreement in those headquarters where 2231 Field Service Representatives or 0082 Temporary Serviceperson (HH) are being used.

**6. FILLING VACANCIES**

The Company will fill 2210 Gas Service Representatives in those headquarters where the Company has clearly identified a need.

**7. PRESENTATION COMMITTEE**

The Company and Union will put together eight teams to make presentations explaining this proposal to the Service personnel throughout the Company system.

**8. IMPLEMENTATION TEAM**

An Implementation team will be established to answer questions and resolve issues related to the implementation of this agreement. The Team will consist of one person appointed by the Company and one person appointed by the Union.

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:   
Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

Dec 1, 1995

By:   
Business Manager