



# LETTER AGREEMENT NO. 96-31-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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March 26, 1996

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:

In order to expedite the filling of Call Center vacancies, Company proposes to 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.

The following administrative details will be followed.

1. Each Call Center will use a book that employees may sign indicating their interest in moving to a different schedule. The book will be organized by schedule with sign up lists for each schedule. The book will be referred to as the Internal Bidding Book (IBB) and will be used for all Call Center bargaining unit positions before referring the vacancy to the Centralized Job Bidding Team to fill under the provisions of Title 18.
2. Vacancies will be offered to employees who have signed the IBB by seniority. Employees will be required to provide an immediate response unless their are extenuating circumstances, which will be handled on a case by case basis.
3. Employees will be offered an opportunity to move to a new schedule by direct voice contact (face to face or phone) with a Company representative. All decisions to accept or decline a position will be considered final.

Employees will initial or sign the book or local document confirming they have accepted or declined the position in question. Failure to respond to an offer will be considered a decline.

4. Employees who have signed the IBB will not be penalized if they decline a schedule change, however the employee's name will be crossed off the schedule declined. There will be no restrictions on employees re-signing the book for the schedule that they have declined.

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.

March 29, 1996

By:   
Business Manager