



LETTER AGREEMENT NO. 96-73-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
375 NORTH WIGET LANE, SUITE 150
WALNUT CREEK, CALIFORNIA 94598
(510) 746-4282

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, CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

July 29, 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:

Pursuant to the enabler clauses of Sections 18.17 and 205.19, company proposes to temporarily modify certain provisions of the Job Bidding, Promotion and Transfer Procedure for the purpose of transitioning from our current bidding system to the SAP system.

The SAP system necessitates changes to the prebid/transfer numbering system, the form used to submit bids/transfers, and a new prebid/transfer directory. When the new system goes live on August 12, the old system will no longer be operational. This transition should not significantly impact current bidders as the bids and transfers currently on file will be automatically converted and remain on file unless, they are dropped for reasons listed in Subsections 18.4(g), 18.5(h), 205.4(g), 205.5(h) or due to the cancellation of a prebid code/transfer number prior to the conversion.

Under SAP, the prebid/transfer code number is four digits. There is a finite number of combinations and once a number has been used, it cannot be reused. Because of this it is very important for us not to transfer to the new system prebid/transfer code numbers that are unlikely to be used in the near future. A review of the existing directory surfaced a number of classifications and locations where there are no incumbents and no plans to fill in the near future (three months). Company has deleted those prebid/transfer numbers from the current system so that they will not be converted and use up a valuable number in SAP. If at a later date, there is a need to fill one of these positions, the vacancy will be posted as a New Job at the Headquarters pursuant to Subsections 18.4(h) and 205.4(h).

If there is a need to fill a position on a temporary basis where there is no prebid number and therefore no prebids on file, the selection of the employee to be upgraded will follow the provisions of Subsections 18.3 and 205.3 except that the employee will not be required to have a prebid on file. The employee must be qualified to perform the duties of the temporary classification as provided for in Subsection 205.3(c).

Consistent with Intent Sections 18.1 and 205.1 to "endeavor to expedite the filling of job vacancies" Company proposes between August 8 and 26, 1996 to waive the eight day time limit for having a valid prebid/transfer on file. Vacancy requests that are received between August 8 and 26 will be filled giving consideration to all valid bidders/transfer applicants without regard to the eight day requirement.

In addition, Company will not fill any new vacancies between August 9 and August 12, 1996.

The dates outlined in this agreement are based on information known at this time and may need to be adjusted as the SAP system is implemented. Such adjustments will be discussed with the Union. Either provisions of the contract will be implemented or mutual agreement for the adjusted course of action will be obtained.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy to Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: David J. Bergman/ma
Chief Negotiator

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

Aug 9, 1996
Date

By: Joe Wilkey
Business Manager

SAP JOB BIDDING

TIMELINE

- Email sent to HR Advisors to clean up job bidding data - July 19
- Job bidding data updates due to Diane Gerigk - July 26
- Job bidding information submitted to keypunch for processing - July 31
- Keypunch enters data in job bidding system - August 1
- System conversion of bid codes and LOP - August 2 - 4
 - Bid codes will be converted from a 6 digit number to a four digit number
- Last day to submit old bids (postmarked or received via co. mail) - August 2
 - Bids received after August 2 on the old forms cannot be accepted as they cannot be scanned into SAP
- New bid directory generated and emailed to CJBT - August 4
- CJBT reviews new bid directory and send out for reproduction - August 5
- Distribute new bid (scan) forms systemwide - August 5
 - New bid forms cannot be copied, only use original forms
- Last day for processing job vacancy requisitions with old bids - August 8
- Last day for processing old bid forms - August 8
- System conversion of employees bids and positions, Bid Express not available - August 8 - 11
 - Employees do not need to resubmit existing active bids
- First day of moratorium on filling new vacancies - August 9
- Distribute new bid directories systemwide - August 11 - 16
- SAP LIVE** and Last day of moratorium on filling new vacancies - August 12
- First day for processing new job vacancy requisitions with new bids - August 12
- First day for processing new bid (scan) forms & Bid Express - August 12
 - Bid Express will not change
 - Employees will still continue to receive acknowledgement cards, notification of bid drops, etc.
- Eight day time limit for prebids and transfers waived - August 8 - 26