



# LETTER AGREEMENT NO. 98-98-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(510) 974-4282

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

December 22, 1998

Local Union No. 1245  
International Brotherhood of  
Electric Workers, AFL-CIO  
PO Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

Due to a lack of work, the Company has a need to displace five employees in the Reprographic Operator A classification. Pursuant to Section 19.17 of the Clerical Agreement, Company proposes the following enhancements to Title 19 for employees impacted by a lack of work in the General Office Reprographics Section.

1. Bay Area Entry Level Clerical Vacancies

At the time employees receive their Title 19 assignment, they will also receive a list of any available entry level clerical vacancies in Bidding Units 1, 2, 3 (except Area 10), 18, and 19.

Employees may opt to select an available entry level clerical vacancy in lieu of taking their Title 19 assignment. Employees must be fully qualified for available vacancies and must prioritize any vacancies they wish to be considered for and return the list to their supervisor within 2 work days of receiving their Title 19 assignment. Assignment to vacancies will be by seniority among those employees that are interested.

2. Clerical Hiring Hall Positions

At the time employees receive their Title 19 assignment, they will receive a supplemental list of available clerical hiring hall positions that may elect in lieu of their regular Title 19 assignment. Employees must be fully qualified for hiring hall positions and must prioritize positions they wish to be considered for and return the list to their supervisor within 2 work days. Clerical hiring hall positions will be limited to entry level classifications or above entry level classifications that the employee previously held.

3. Employment Option in Lieu of Layoff

All impacted employees will have at least one employment option in addition to the option to elect layoff.

4. Wage Retention - Sr. Reprographic Operators

There are currently six Sr. Reprographic Operators and the Company only has an ongoing need for two Sr. Reprographic Operators. The Company will maintain the incumbent employees as Sr. Reprographic Operators, however the Company may determine which employees perform Sr. Reprographic Operator duties and which employees perform Reprographic Operator A duties.

5. Transition Workshops


Company will conduct career transition workshops for impacted employees.

In the event that it becomes necessary to reduce Sr. Reprographic Operators in the future, the regular contract provisions will apply and the most junior employees will be impacted.

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

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By:   
Chief Negotiator

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

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

  
\_\_\_\_\_, 1998

By:   
Business Manager