



# LETTER AGREEMENT NO. R1-00-62-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
925-933-6060

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STEPHEN A. RAYBURN, DIRECTOR  
AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

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December 6, 2000

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

Dear Mr. McNally:

Due to operational needs within the General Office complex, Company will be moving the DCS Engineering and Planning Department, Substation Engineering and Transmission Line from 123 Mission and 245 Market to 1919 Webster Street, Oakland on approximately November 15, 2000.

As part of this move, ten incumbent Administrative and Technical (A&T) clerical staff are moving. The Company proposes, pursuant to Section 18.17 of the Clerical Agreement to reclassify nine of the non-bargaining unit clerks, who are Assistants to the Managers (previously Assistants to Directors) to Operating Clerk, classification code 2662. The Company believes the newly classified Director's Assistant (previously classified as a Manager Assistant, Sr.) should retain non-bargaining unit status and be designated as a "confidential" employee. The Company and Union are not in agreement regarding this issue and the Union reserves the right to pursue the matter through the grievance procedure or other appropriate channels.

In addition to the above positions, the department will establish a Utility Clerk, Operating classification code 2676, pursuant to Section 18.5 of the Clerical Agreement. Company agrees to first offer the vacancy to qualified employees on the transfer list.

The seniority of the nine employees shall be determined in accordance with Section 17.3. Should clerical bargaining unit employees at the 1919 Webster headquarters be affected by any Title 19 activity, the provisions of Exhibit I shall apply.

## 1. Classifications

The following nine incumbent employees, listed by classification, will be reclassified to Operating Clerk, classification code 2662.

Secretary (4014)

Michelle O'Brien  
Glynis Davey  
Carol Marsden  
Lourdes Era  
DuangDuen Changphan

Administrative Clerk (4000)

Josefina Wico  
Teresa Reitinger  
May Hong  
Mike Norwitz

Effective January 1, 2001, these employees will be considered to be in the Service Planning Department, Operating Clerical Line of Progression.

The nine employees listed above will not have their positions downgraded as a result of the Clerical Job Evaluation System as long as they remain in their current positions.

Future clerical vacancies in this Department will be filled in the normal Operating Line of Progression, with the actual classification determined by the agreed to Clerical Job Evaluation System, in accordance with Title 18.

## 2. Wages

The nine employees listed above will have the same wage rate as Operating Clerk (2662) and will retain their current wage rate until January 1, 2001, when they will receive the negotiated general wage increase. Upon application of any GWI, they will be slotted into the first step of the Operating Clerk wage progression which is higher than the employee's present wage rate. The following 2001 Wage Schedule will be applied.

Start	731.55
End 6 Months	774.35
End 1 Year	817.05
End 18 Months	840.95
End 2 Years	864.90
End 30 Months	888.75
End 3 Years	913.05
End 42 Months	936.50
End 4 Years	969.30

Additional wage increases shall be in accordance with Title 13 and Exhibit F of the Clerical Agreement.

In accordance with the 2000 Performance Incentive Plan (PIP) guidelines, these employees will participate in the 2000 Performance Incentive Plan provided they otherwise qualify (i.e., on Payroll on 12/31/00, etc.).

## 3. Benefits

The nine employees listed above will continue to participate in the Flex Benefit Plan through calendar year 2000. Their current selections for medical insurance, dental insurance, vision insurance, participation in the healthcare and or dependent care reimbursement programs, life insurance, flex days, and distribution of unused flex dollars will remain in effect through this year. They will participate in the A&T open enrollment period in the Fall 2000, however, will receive bargaining unit enrollment packets for making their 2001 elections once placed into the Operating Clerk classification.

The nine employees listed above will also be treated as A&T employees through December 31, 2000 in application of all other benefit programs, including vacation and participation in the Savings Fund Plan, Pension Plan, and Severance Plan.

4. Hours

The nine employees listed above will continue to work their current schedules through December 31, 2000. Effective January 1, 2001, work schedules will be determined by each employee's supervisor. Any alternate work schedules will be agreed to via a local letter of agreement.

5. Bidding Unit

These Operating clerical positions will be included in Bidding Unit 1, Bidding Area 2.

6. Demotion Unit

These Operating clerical positions will be included in Demotion Unit 1, Demotion Area 2.


7. Testing

The nine employees listed above previously met the requirements to pass the Clerical Test Battery. Additionally, these nine employees will not be subject to the typing and steno requirements while they remain in these assignments.

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 & ELECTRIC COMPANY

By:   
Stephen A. Rayburn  
Director and Chief Negotiator

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

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

Dec 21, 2000

By:   
Jack McNally  
Business Manager