

PACIFIC GAS AND ELECTRIC COMPANY

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245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

March 7, 1985

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

As a result of the 1984 Steam Generation reorganization, prebiddable classifications for the Steam Department were removed from the Division directories and sorted by Division locations, i.e., all plants in the East Bay Region were listed in a directory entitled Division Steam Generation - Eastern Region with the understanding that directories for prebiddable classifications would be posted at all headquarters within a Steam/Region and its geographic Division.

Early in 1985 it was discovered that directories for the Eastern Region of Steam Generation prebiddable classifications were not posted in East Bay Division (Region) headquarters and, as a result, employees in East Bay Region were unaware of certain Steam Generation materials classifications until those classifications were posted on the East Bay Region "Results of Job Vacancy Bids."

When Company became aware of the situation and the potential of a misaward, all materials vacancies in East Bay Region and the Steam Generation - Eastern Region were put on hold until further investigation.

On February 28, 1985, Company and Union met in an effort to share information and reach a solution. The following facts were established during the meeting.

1. On December 26, 1984, a fully authorized job vacancy report was received in the Steam Generation (Eastern Region) Personnel Department to fill a Materials Facility Man vacancy at Martinez Power Plant behind Mr. Lou Dolin, retiring March 1, 1985. A control date of December 26, 1984 was established for filling the vacancy and all prebids on file for eight days prior to that date were given consideration.

2. On January 9, 1985, Mr. Dan Gonsalves, a Materials Leadman at Pittsburg Power Plant employed August 17, 1977, was awarded the vacancy. Mr. Jim Thomas, a Contra Costa Power Plant employee who was the senior prebidder, declined the job offer.

3. On January 9, 1985, a fully authorized job vacancy report was received in the Steam Generation (Eastern Region) Personnel Department to fill a Materials Leadman vacancy at Pittsburg Power Plant behind Mr. Dan Gonsalves. A control date of January 9, 1985 was established for filling the vacancy and all prebids on file for eight days prior to that date were given consideration.

4. On January 8, 1985, a fully authorized Personnel Requisition was received in the Concord OSDU Personnel Department to fill a Materialsman classification at that headquarters. A control date of January 8, 1985 was established and all priority 1 transfers on file for eight days prior to that date were given consideration.

5. On January 10, 1985, Mr. D. E. Forrette, a Materialsman at Pittsburg Power Plant, was awarded the Materials Leadman vacancy at Pittsburg Power Plant.

6. On January 16, 1985, a fully authorized Personnel Requisition was received in the Steam Generation (Eastern Region) Personnel Department to fill the Materialsman vacancy at Pittsburg Power Plant behind Mr. Forrette. A control date of January 16, 1985 was established for filling the vacancy and all priority 1 transfers on file for eight days prior to that date were given consideration.

7. On January 17, 1985, Shannon Fiorica, a Materialsman at Oakport, filed a grievance stating that she had been denied an opportunity to submit a prebid to the Materials Leadman classification at Pittsburg Power Plant and, as a result, a junior employee had been awarded the vacancy.

8. On January 22, 1985, Shannon Fiorica was offered the Materialsman vacancy at Pittsburg Power Plant.

9. On February 5, 1985, Mr. Norman Orsi, a Materials Leadman at Concord, filed a grievance stating that he had been denied an opportunity to submit a prebid to the Materials Leadman classification at Pittsburg Power Plant and, as a result, a junior employee was awarded the vacancy.

10. Between January 30, 1985 and February 5, 1985, directories for the Eastern Region Steam Generation Department were posted at the Mission and Oakport offices.

11. On January 28, 1985, a directory was posted at the Concord Materials Facility.

12. There are 11 potential prebidders at the Concord Materials Facility.

In an effort to ensure that all East Bay eligible employees have an equal opportunity to prebid Steam Generation classifications and have proper consideration for the appropriate vacancies, Company proposes, pursuant to 205.19 and 206.12 of the Physical Agreement, the following action:

1. All materials awards since January 1, 1985 be rescinded and re-awarded in accordance with Review Committee Decision Nos. 1351 and 1352.

2. A new control date be established for the Martinez Materials Facility Man vacancy in the following manner: the new control date will be the normal 15-day posting period, as provided for in Subsection 205.4(h), from the date it was determined that all directories were posted at all headquarters, i.e., 10 days from February 28, 1985.

3. That all bids filed by midnight of March 10, 1985 be considered timely for this purpose only, as well as all bids timely at the time of the original control dates.

4. All vacancies resulting from the award of the Materials Facility Man at Martinez be filled under the provisions of Section 205.7.

5. The Materialsman vacancy at Concord be held open until March 11, 1985 and then filled under the provisions of Sections 205.7 or 205.5.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *Al Bright*
Manager of Industrial Relations

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

March 11, 1985

By *Joe McKinney*
Business Manager