

PACIFIC GAS AND ELECTRIC COMPANY

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

January 30, 1987

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:

The Company plans to reduce the number of positions in the Sacramento Garage and to relocate several positions to other locations in the Sacramento Division.

Pursuant to Sections 205.19 and 206.12 of the Physical Agreement, the Company proposes that the displacement and relocation of affected employees (Exhibit I) take place as follows:

1. Equipment Mechanic and Unassigned Equipment Mechanic in the Sacramento Garage will be considered the same classification for purposes of Title 206.
2. The positions identified in Exhibit II will be filled based on seniority by the affected employees. The most senior employee will have first election. An employee may elect from the following:
 - a) to remain in current position in Sacramento if available;
 - b) to fill a vacancy in the Division as listed in Exhibit II, if qualified;
 - c) to demote into and displace another employee in a job lower in the line of progression at Sacramento headquarters; or
 - d) to fill one of the following vacancies outside of the headquarters and/or line of progression if position is available and if qualified:
 - 1) Garageman - Building, Sacramento Regional headquarters - day shift.
 - 2) Helper - Building, Sacramento Service Center headquarters - day shift.
 - 3) Groundman - Vacaville - day shift.

3. The individual filling the Garageman position will also be required to perform Building Helper duties. When the Garageman position becomes vacant, the Company will review the position to determine the appropriate classification.
4. Should an Unassigned Equipment Mechanic elect relocation to Vacaville as an Equipment Mechanic, he will be considered assigned to that headquarters and the "Unassigned" designation removed. The next Equipment Mechanic position in Vacaville that becomes vacant will then, at Company's option, be reclassified to Apprentice Equipment Mechanic and filled pursuant to Title 205.
5. If the employee displaced to the Groundman position in Vacaville submits a transfer to the Helper-Building position in the Sacramento Service Center (that will be filled by another displaced Garage employee), that transfer will be honored pursuant to Subsection 206.9(a) in the event that the former Garage employee vacates the Helper-Building position and Company elects to fill this position.
6. To exercise that right the employee displaced to Groundman-Vacaville must submit a transfer to the position and indicate Section 206.9 rights. If the Groundman-Vacaville fails to exercise every opportunity available to transfer to this position, he forfeits Section 206.9 rights to this Helper-Building position.
7. If the Groundman exercises his rights above and returns to the Helper-Building position, he will still maintain his Section 206.9 rights to return to his previous line of progression in the Transportation Department.
8. If, in the election of Title 206 rights, an Equipment Mechanic or Unassigned Equipment Mechanic is demoted, he will have the opportunity to fill the Parts Clerk position in Vacaville if, and only if, the Parts Clerk being affected in Sacramento elects to demote to a Garageman position.
9. Employees required to transfer or demote to a lower position will be entitled to the provisions of Section 206.9 of the Physical Agreement.
10. Employees who move their household as a result of this relocation and otherwise qualify for the moving allowance as described in Section 206.8 of the Physical Agreement will be reimbursed in accordance with those provisions, with the understanding that an employee experiencing a move need not relocate within a commutable distance; however, the move must relocate the employee reasonably closer to the new headquarters.

This has been reviewed with all affected employees and the local Business Representative, Wayne Greer.

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 *W. Bonbright*
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

Feb 4, 1987

By *Jack McKinney*
Business Manager

EXHIBIT I

SACRAMENTO GARAGE AS OF 1/5/87

<u>Classification</u>	<u>Name</u>	<u>Employment Date</u>	<u>Shift</u>
Equipment Mechanic	V. L. Horne, Jr.	12/27/50	1st
Equipment Mechanic	J. F. Barrett	6/20/67	1st
Equipment Mechanic	E. L. Raines	2/18/70	1st
Equipment Mechanic	R. E. Goddard	4/1/70	2nd
Equipment Mechanic	G. F. Peck	6/22/70	1st
Equipment Mechanic	T. P. Alexander	3/22/71	2nd
Equipment Mechanic	T. H. Herrera	10/9/72	2nd
Equipment Mechanic	B. D. Wallace	3/5/73	2nd
Un. Equip. Mech.	R. F. Rohrer	7/5/67	2nd
Un. Equip. Mech.	D. Rodriguez	2/3/75	2nd
Un. Equip. Mech.	M. Canepa	9/8/75	2nd
Un. Equip. Mech.	M. J. Moreno	3/27/78	2nd
Garageman	C. R. Holt, Jr.	6/20/79	1st
Garageman	C. E. Barrameda	8/8/83	1st
Garageman	J. M. Salgado	5/21/84	2nd
Garageman	J. A. Hood	7/10/84	2nd
Parts Clerk	R. C. Warner	5/9/77	2nd
Parts Clerk	K. V. Leyva	11/2/82	1st

EXHIBIT II

POSITIONS AVAILABLE IN NEW ORGANIZATION

Sacramento

Equipment Mechanic -- Day

Equipment Mechanic -- Day

Garageman -- Day

Garageman -- Day

Parts Clerk -- Day

Subforeman -- Night

Equipment Mechanic -- Night

Equipment Mechanic -- Night

Equipment Mechanic -- Night

Un. Equip. Mech. -- Night

Garageman -- Night

Rio Vista

Equipment Mechanic -- Night

Vacaville

Parts Clerk -- Night

(Un) Equip. Mech. -- Night

Woodland

Equipment Mechanic -- Night