



**LETTER AGREEMENT
NO. R1-95-87-PGE**

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
201 MISSION STREET, ROOM 1513A
MAIL CODE P15A
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-3425

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, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

June 23, 1995

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:

The purpose of this agreement is to provide a temporary means of completing backlogs of Measure, Bill, and Collect Field Work associated with the Company's Credit and Collection Recovery Program. Current performance is inadequate to support objectives in our Blueprint for success in financial performance and lowering rates.

Pursuant to Section 204.4 of the Physical Agreement Company proposes to a temporary classification, 2231, Field Service Representative. This temporary classification will exist for five months following the implementation of this program. A maximum of 100 position will be created.

The following is the job description and rate of pay for this temporary classification:

2231 FIELD SERVICE REPRESENTATIVE

\$ 170.41/da

A customer contact employee in the Gas Service department who will perform in accordance with Company policies and procedures the following work: Gas and Electric shut offs, Electric turn-ons, change of party reads, meter re-reads and access problems, and re-seals. This position requires a Valid California Driver's License and will be subject to the Company's Drug Free Pipeline Program for drugs and alcohol.

Hours of work will be scheduled between 7:00 a.m. and 9:00 p.m. Monday through Saturday. These employees will not perform shut offs after 6:00 p.m. These temporary employees will be assigned to a Division and may be required to report to work at any headquarters within a commutable distance. Employees will use a Company provided vehicle.

Individuals in this classification shall not be required to possess the skill and knowledge of the Gas Service Representative classification or perform the work except as stated above. The Company will provide training as required in the above mentioned areas including personal security.

The Company will provide a PG&E shirt and cap to all employees performing this work as well as cell phones on a case by case basis to enhance personal security.

During the term of this agreement, Company will insure that all Reserve Gas Service Representatives are fully utilized through upgrade to Gas Service Representative at any headquarters where this temporary classification is use. There will not be a reduction in the number of employees within the Service department at any headquarters in which the Field Service Representative classification is utilized.

Employees currently subject to layoff as a result of the latest title 206 activity will be considered for these temporary positions.

If a Field Service Representative position is created at a headquarters and employees in that headquarters have "A" rights to Credit Representative, the Company will at their discretion assign the employee to Credit Representative or pay bypass. This assignment will not impact that employee's "A" bidding rights.


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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Director and Chief Negotiator

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

 , 1995

By: 
Business Manager