



# LETTER AGREEMENT NO. R1-96-87-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
375 NORTH WIGET LANE, SUITE 150  
WALNUT CREEK, CALIFORNIA 94598  
(510) 746-4282

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

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MEL BRADLEY, MANAGER OR  
DAVID J. BERGMAN, CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

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October 8, 1996

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 Grid Maintenance and Construction Department in Electric Transmission is experiencing on-going turnover of employees. Although the turnover is more severe at certain locations, it has reduced productivity throughout Grid Maintenance and Construction. Therefore, the Company proposes, pursuant to Subsection 204.4(b), to designate the following classifications as critical throughout the Grid Maintenance and Construction Department in ETBU: Electric Crew Foreman; Lineman; Transmission Troublemán; and, Equipment Operator. This proposal was developed based on recommendations arising from the Grid Maintenance and Construction 94-53 meeting.

Electric Transmission will seek volunteers from all employees in those classifications within Grid Maintenance and Construction. Employees who volunteer will be paid 8% above their basic weekly rate as shown in Exhibit X and their prebids will not be considered for other vacancies except as provided below. Employees who decline will have their position designated as critical when the position becomes vacant. Employees will have two days to decide whether to accept the critical designation. All vacancies in those classifications will be designated as critical when filled through the bidding system.

In proposing this letter agreement, Grid Maintenance and Construction recognizes that this may constitute a hardship for some employees. Therefore, the company also proposes to allow employees in these designated classifications to exercise their options under title 205 for other critical classifications in Grid Maintenance and Construction. Bids or Transfers to other departments will not be given consideration while these classifications are designated as critical.

Either party may cancel this agreement upon thirty days written notice to the other party.

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:   
Chief Negotiator

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

Oct 11, 1996

By:   
Business Manager