



LETTER AGREEMENT NO. R1-97-25-PGE



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

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

JACK MCNALLY, BUSINESS MANAGER

May 8, 1997

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:

Workloads for Welders (Class Code 2617) as well as for the Working Foreman/Welding and Subforeman A/Welding classifications in the Station/Substation/Hydro Line of Progression are and will be experiencing swings with a decline in base workloads. The Company's Gas Construction Department can use additional Welders. In an effort to balance the workload and staff the Company proposes the following pursuant to 306.10.

Eligibility: Welders, Working Foreman/Welding and Subforeman A/Welding currently in the Station, Substation, and Hydro Lines of Progression (Title 300).

Process:

1. **Employee Notification:** - Employee will be provided an election form (Attachment C), copy of this Agreement and a cover letter (Attachment B).
2. **Employee Election:** - Employees will be able to indicate preferred department. Positions will be filled by employee preference and seniority.
3. **Employee Qualifications:** - Employee placed into Gas Construction must meet the qualifications within six months of placement.
4. **Training:** - Employees placed in Gas Construction will perform OJT prior to attending the 120 hours of centralized training in most cases.
5. **Testing:** - Employees will be given two opportunities to take and pass the required Welding Tests. These testing opportunities shall be in addition to any previously taken tests.

Process: (Continued)

6. Failure of Test: - Employees' records will be reviewed by the Ad Hoc committee for the appropriate actions which may be displacement, demotion, or other actions.
7. Impacted Employees: - Attached is a list of employees impacted by the Agreement. (Attachment A).

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.

May 28, 1997

By: 
Business Manager

WELDERS

<u>HIRE DATE</u>	<u>NAME</u>
10/10/69	Bryant, Terry
07/27/71	Tellez, Abraham
01/16/73	May, Steve
10/15/73	Beck, Michael
08/26/74	Morgan, Ronald
09/13/76	Hogan, Denny
09/20/78	Hutcheson, Alton
08/04/83	Lian, Peter
08/13/83	Thomas, Chris
10/06/83	Smith, Jr., Robert
05/22/84	Leal, Jr., Robert
06/24/85	Hill, Craig
08/27/85	Mitchell, Don
07/24/87	Hendrix, Don
08/13/87	Breniman, Eric
02/17/88	Ratterman, Russell
02/22/88	Gibbs, Sean A.
03/24/88	Higgins, David O.
03/24/88	Keen, Timothy D.
04/25/88	Ramirez, Carlos H.
08/08/88	Gonzales, Arthur D.
10/11/89	Reed, Kevin A.
02/07/90	Gibson, Robert D.
03/21/90	Banter, Tracey M.
06/03/90	Zaro, James W.

May xx, 1997

Attachment B

EMPLOYEE'S NAME:

SS# _____

Workloads for Welders (class code 2617) as well as for the Working Foreman/Welder and Subforeman A/Welder in the Station/Substation/Hydro Line of progression are and will be experiencing swings with a decline in base the workloads, principally within the Company's steam plants. The Company's General Construction Gas Construction Department in the CES Business Unit can use additional Welders. In an effort to avoid implementation of the displacement and demotion procedures of Title 306 of the Agreement, and in an effort to balance the workload and staff the Company and Union entered into Letter Agreement 97-25.

This Letter Agreement allows all current Station, Substation and Hydro Welders, Working Foreman/Welders and Subforeman A's/Welder to become qualified GC Gas Department Welders. It will also minimize involuntary movement of employees. The attached "Election Form" is provided to you in an effort to identify the department where employees want to work. You will have the choice of three departments: Gas Construction, Grid M&C and Hydro Construction. The positions will be assigned by employee preference. If more employees select a department than positions available then those with the greatest seniority will be assigned the positions.

It is anticipated that Grid will have xxxxx positions, Hydro will have xxxxx positions and Gas Construction will absorb the remaining employees.

Those employees placed in Gas Construction will be required to meet the API certification. The Company will allow for six months of on-the-job training in Gas Construction for those employees who are placed in Gas Department. At the conclusion of the OJT the employee will be assigned to school at San Ramon for 120 hours of additional training. It is anticipated that the school will start on or about September 15, 1997. Those employees who elect placement in Grid M&C or Hydro Construction will be permitted to attend school for the 120 hours of additional training in September, 1997, but will not have the opportunity to work with a current Gas Department journeyman Welder for OJT. However, to the extend reasonably possible, Company will provide the tools and materials necessary to permit these employees to practice their welding skills at their present headquarters in preparation for the API Certification test.

May XX, 1997
Page 2

Employees who after the OJT and/or the school still fail to qualify as Gas Construction Welder will have their individual case reviewed by this committee. The committee will recommend a course of action which may include demotion and displacement.

Note that Company and Union have not modified the Lines of Progression agreement as a result of Letter Agreement R1-97-25. Station, Substation and Hydro continue to be a single Line of Progression, and those employees placed in Grid M&C or Hydro Construction remain the same LOP for all purposes related to the Agreement. Those placed in Gas Construction will experience a change in their Line of Progression.

Please indicate your preference and return the attached for by xxxxx1997.

Roger Stalcup
Assistant Business Manager
IBEW

Bill Mitchell
Superintendent
Gas Constructio

**STATION/SUBSTATION/HYDRO
WELDER'S
ELECTION FORM**

NAME: _____ **SS:** _____

This election form is in accordance with letter agreement 97-25 and must be complete by all Station /Substation/Hydro Welders, Working Foreman/Welders and Subforeman A/Welders.

(PRIORITIZE YOUR SELECTION 1 through 3 WITH 1 BEING THE MOST DESIRABLE. ASSIGNMENT WILL BE BASED ON SENIORITY.)

_____ **GAS CONSTRUCTION**

_____ **HYDRO CONSTRUCTION**

_____ **GRID MAINTENANCE AND CONSTRUCTION**

SIGNED _____ **DATE:** _____

Return completed form
Company Mail to:

Industrial Department
375 N. Wiget Lane
Suite 150
Walnut Creek