



LETTER AGREEMENT

No. R2-93-49-PGE



Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, California 94105
[415] 973-3420

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

10 September 1993

Pacific Gas & Electric Company
201 Mission Street, Fifteenth Floor
San Francisco, California 94105

Attention: Mr. Ronald L. Bailey
Manager of Industrial Relations

Gentlemen:

Electric T&D Construction (General Construction Department) has been loaning employees to various other (General Construction) departments in order to weather the current work shortage in Electric T&D. It appears that the loaning will be going on for sometime therefore the Union proposes, pursuant to Section 306.10, to move employees from the Electric T&D Construction Department to the other Construction Departments on a temporary basis. Those employees transferred will retain all Title 305 and 306 rights in the Electric T&D Department; their duties in the department they are loaned to will not exceed their current responsibilities. Apprentices may be held at their current steps if work required in the program is not available. Electric T&D employees entering Gas T&D or performing covered work in Station will be subject to "Transfer Test" provision of the "Drug Free Pipeline Program", pursuant to the attached guidelines.

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 Union.

Very truly yours,

LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By: 

Jack McNally
Business Manager

The Company is in accord with the foregoing and agrees thereto.

PACIFIC GAS & ELECTRIC COMPANY

11-19-, 1993

By: 

David J. Bergman
Director and Chief Negotiator

**ENCON DOT/CSFM Drug Testing
For Loaned Employees**

1. Construction employees (Title 300) assigned from a non-covered to covered DOT position will be required to take and pass the required DOT drug test. This testing will occur when the assignment is extended to the employees.
2. The Construction employees added to the DOT pool will only be tested when performing covered work.
3.
 - (a) Assigning work and subsequently adding an employee to the DOT pool will be on a voluntary basis based on seniority and classification by Promotion-Demotion Geographic Area. If an employee does not accept the assignment, the next less senior employee will be solicited.
 - (b) If there are no volunteers, the most junior employee in the classification needed in the Promotion-Demotion Geographic Area will be required to be assigned to the covered position.
4.
 - (a) Employees who accept voluntary assignment to another Department pursuant to Item 3(a) above, who test positive will be required to complete a rehabilitation program and post-rehabilitation testing as prescribed by the MRO. This will not be considered as a first time positive test under the First Time Offender Policy, nor will an employee be subject to any discipline because of the Positive Test.
 - (b) Employees who are involuntarily assigned to another Department pursuant to Item 3(b) above, who test positive will be required to complete a rehabilitation program and post-rehabilitation testing as prescribed by the MRO, except, however, this will not be considered as a first time positive test under the DOT drug program or the First Time Offender Policy, nor will an employee be subject to any discipline because of the Positive Test.