



**LETTER AGREEMENT
NO. R2-95-39-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

July 19, 1995

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally

Gentlemen:

In conjunction with the introduction of the new SAP business systems, the Company proposes to eliminate dual classification positions, impacting approximately 85 employees currently in dual positions. The Company has determined that the wage administration for dual classification positions which results in employees being paid for the classification worked that day has significant administrative costs associated with it which are compounded with the transition to the SAP business systems.

Company proposes that each headquarters with a dual classification position may reclassify the position and incumbent employee to the primary (first listed) classification, provided that the incumbent has worked at least 50% of the time in the primary classification during the past 6 months, or they may be reclassified into one of the new or existing combined classifications noted below:

<i>Classification Code</i>	<i>Classification Title</i>	
2770	Credit Representative and Meter Reader	(existing classification)
2772	Meter Reader and Utility Clerk	(new classification)
2769	Service Representative and Meter Reader	(new classification)

In the event that a headquarters has multiple employees in the same dual classification (e.g. Utility Clerk/Meter Reader), each of whom has worked at least 50% of the time in the same primary classification during the past 6 months, the Company will offer reclassified positions to employees by seniority (e.g. If Concord has two Utility Clerk/Meter Reader positions and reclassifies one position to a Utility Clerk and the other to a Meter Reader and Utility Clerk, the senior of the two employees may choose which position to take.).

Employees placed in the above classifications would receive the wage rate of the higher of the two combined classifications, regardless of the duties assigned. All of the employees currently in a dual classifications are working in one of the combined classifications noted above, except for two employees working as Cableman/Cable Splicer in San Francisco Division. Company proposes to reclassify these two employees as Utility Cableman, Classification Code 0141. As Utility Cableman, the Company could assign them to perform work as Cableman or Cable Splicers on any given day. They would receive the Cableman rate of pay when performing Cableman or Cable Splicer duties.

This letter is intended to delete all sections of the Clerical and Physical Agreements dealing with dual classification positions, including the following sections.

Clerical Agreement:

- Section 7.11 Dual Classification Other Than Time Card
- Section 7.12 Dual Classification - Time Card
- Subsection 8.9(d) Pay Computation
- Section 13.10 Wage Rate: Dual Classification
- Section 14.10 Holiday Pay - Dual Rate Classification
- Section 14.11 Holiday Pay - Dual Rate Classification - Time Card Basis

Physical Agreement:

- Section 103.10 Holiday Pay - Dual Rate Classification
- Section 103.11 Holiday Pay - Dual Rate Classification - Non-Recurring Basis
- Subsection 111.9(d) Pay Computation
- Section 112.11 Dual Classification - Recurring Schedule
- Section 112.12 Dual Classification - Irregular Basis
- Subsections 204.2
- (a) and (d) Wages-Dual
- Section 208.21 Dual Rates-Overtime

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.

Nov 28, 1995

By: 
Business Manager