



LOCAL UNION

P.O. Box 4790
Walnut Creek
CA 94596
3063 Citrus Circle
510 933.6060
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7 March 1994

IBEW

International
Brotherhood of
Electrical
Workers, AFL-CIO

Mr. David J. Bergman
Director and Chief Negotiator
Industrial Relations Department
Pacific Gas and Electric Company
201 Mission Street, Fifteenth Floor
San Francisco, California 94105

Jack McNally
Business Manager

Howard Stiefer
President

RE: **Letter Agreement R4-93-110-PGE**

Dear Mr. Bergman:

Enclosed please find one fully-executed copy of Letter Agreement R4-93-110-PGE for your files. This Letter Agreement has been signed with the following understanding:

The application of this letter will apply to any individual utilized by PG&E for any work described in this letter, and such application shall be effective from the date initially hired by Roberta Agency.

The part-time employees working a full-time schedule will not be considered for overtime work prior to the full-time employees.

In addition, Company shall forward to Union the appropriate amount of Union dues for all such employees from the initial date of hire by Roberta Agency and provide to such employees any compensation owed in accordance with the provisions of Title 15 or other sections of the Clerical Agreement retroactive to the date of such entitlement.

Sincerely,

JACK McNALLY
Business Manager

DF:kmk
Enclosure



LETTER AGREEMENT NO. R4-93-110-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

RONALD L. BAILEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

February 23, 1994

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

Attention: Mr. Jack McNally

Gentlemen:

Company plans to establish approximately 340 part time Service Representative positions at the four new Call Centers. These positions were posted as "new jobs at a headquarters" in November 1993. External candidates will only be considered for regular part-time positions after current PG&E employees have had an opportunity to transfer into these positions.

New hires will undergo seven weeks of full time training. Upon successful completion of the training program, these employees may work a full time schedule for up to six months to fill vacant Service Representative positions that will be eliminated after the consolidation of the Credit and Call Centers or behind current full time employees who are attending training programs. Company also proposes that current part-time employees be allowed to work full time schedules on a voluntary basis for up to six months until the Call/Credit Center consolidations are completed. Company understands that the use of part-time employees on a full time basis may only be utilized after the provisions of Section 18.3 have been exhausted. In the event Company bypasses qualified bidders for temporary upgrade, the Company's obligation to pay bypass pay in accordance with Review Committee Decision 1695 remains in effect.

Due to expected Title 19 activity associated with the consolidation of Call and Credit Centers and pursuant to Section 19.12 of the Clerical Agreement, Company proposes to modify Subsection 19.1(g) and permit current full time employees to displace part time employees initially hired as a result of the Telephone Consolidation for one year following the execution of this agreement, at which time the regular provisions of Subsection 19.1(g) will apply.

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 Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Director and Chief Negotiator

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

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL
WORKERS, AFL-CIO

 , 1994

By: 
Business Manager