

**Pacific Gas and Electric Company**

375 North Wiget Lane, Suite 150  
Walnut Creek, CA 94598  
510/746-4282

December 7, 1994

RECEIVED DEC 08 1994



Mr. Darrel Mitchell  
Sr. Assistant Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94598

**To: PG&E Staff**  
**From: Darrel**  
**Date: December 8, 1994**  
**Re: VRI Workshops**

Dear Mr. Mitchell:

This confirms our discussion of December 7, 1994 regarding the application of Letter Agreement No. 93-88-PGE (Career Transition Workshops). As a result of our discussion, we agreed to extend the application of this letter agreement to employees who are retiring pursuant to Special Provision "O".

Please contact me immediately if this does not reflect your understanding on this matter.

Sincerely,

A handwritten signature in black ink, appearing to read 'JDS' followed by a large, stylized flourish.

Jeffrey D. Sisson  
Senior Negotiator

JDS:mh

cc: Dave Bergman  
Sabrina Danels  
John Moffat

Attachment



**LETTER AGREEMENT  
NO. 93-88-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

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

JACK MCNALLY, BUSINESS MANAGER

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September 29, 1993

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

Attention: Mr. Jack McNally

Gentlemen:

The Company has developed a career transition workshop for employees impacted by the current workforce reduction program. Company proposes to offer career transition workshops to the following group of employees:

- Employees eligible for severance pursuant to Letter Agreement 93-42-PGE; and,
- Employees who are retiring pursuant to Special Provision N.

These workshops will be offered on a voluntary basis and held during normal business hours.

Under this proposal, active employees who voluntarily elect to participate in the career transition workshop are not eligible for any additional compensation as may be provided under the applicable collective bargaining agreement. Retirees who voluntarily elect to participate in the career transition workshop will do so on their own time, and are not eligible for any compensation.

An outline of the proposed career transition workshop is attached. Company wishes to pilot this program with a group of IBEW represented employees in Bay Region during early October. Minor program modifications may occur based upon input received during this pilot session.

This agreement may be canceled by either party providing thirty days written notice.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy to the Company.

PACIFIC GAS & ELECTRIC COMPANY

By:   
Director and Chief Negotiator

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

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

 1993

By:   
Business Manager