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12-9-87**PG&E****FOR INTRA-COMPANY USES**From Region or  
Department

INDUSTRIAL RELATIONS

To Region or Department

FILE NO.

Relocation Other Than For Lack Of Work

RE: LETTER OF

SUBJECT

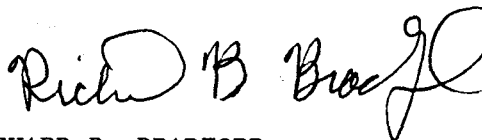
December 9, 1987

REGION AND G.O. HUMAN RESOURCES MANAGERS AND DIRECTORS:

In response to various inquiries regarding the utilization of Sections 206.17 and 19.16—Relocation Other Than For Lack of Work—the following guidelines are applicable.

Although the Company is still in a systemwide lack of work mode, and in the past we have agreed with the Union that while in such a mode it is not proper to utilize Sections 206.17 or 19.16, in recent discussions with the IBEW we have agreed to apply 206.17 or 19.16 when relocating an entire group of employees. It is not proper to utilize these Sections when relocating a partial group of employees. For example, if you are moving an entire Gas T&D Department or an entire customer services office from one headquarters to another you may utilize 206.17 or 19.16. If you are moving only part of a Gas T&D Department or part of a Customer Services Department to another headquarters, it is not proper to use 206.17 or 19.16 while in a systemwide lack of work mode.

When relocating a partial group of employees, the Region/Department Labor Relations Representative should reach an understanding with the Local Union Business Representative on a proposed application of Titles 206 and 19 that is suitable to the particular circumstances involved, under the enabler clauses of those Titles. This proposal should be forwarded to our office along with all applicable details, e.g., names, classifications, etc., and we will then submit it to the IBEW. Provided that you have reached agreement locally on your proposal, we will make every effort to have it back to you within three or four days. If we are unable to reach agreement with the IBEW on an application of 206 and 19 under the enabler clauses, you will then have to use the general provisions of those Titles.



RICHARD B. BRADFORD

SJohnson(26274):jt  
cc: Jack McNally

"THINK SAFETY"