



REVIEW COMMITTEE



RECEIVED JUN 30 1995

IBEW

PACIFIC GAS AND ELECTRIC COMPANY
201 MISSION STREET, ROOM 1508
MAIL CODE P15B
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-8510

**CASE CLOSED
FILED & LOGGED**

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
R.W. STALCUP, SECRETARY

JOHN A. MOFFAT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Yosemite Grievance No. MER-94-19
 Fact Finding File No. 5984
 Diablo Grievance No. CON-94-76
 Fact Finding File No. 5787
 P-RC File No. 1977
 Sacramento Grievances Nos. SAC-94-5, 94-9,
 94-10, 94-16, 94-38
 Fact Finding File Nos. 5926, 5770
 P-RC File No. 1947, 1826
 Sierra Grievances Nos. AUB-94-04, 94-08,
 94-35, 94-49
 Fact Finding File Nos. 5717, 5709, 5730, 5903
 P-RC File Nos. 1818, 1835, 1837, 1908

Karen Savelich
 Shirley Kelley
 Marion Hakata
 Cynthia Bozman
 Company Members
 Local Investigating Committee

Ed Caruso
 Frank Hutchins
 Phil Carter
 Wayne Greer
 Union Members
 Local Investigating Committee

Grievance Issue: Co-mingling of Division and General Construction crews and the sharing of equipment, tools, employees and headquarters.

Discussion and Disposition: The Company and Union resolved the grievance issue and closed the cases without adjustment or prejudice by Letter Agreement 95-60 signed on June 20, 1995.


 John A. Moffat, Chairman
 Review Committee


 Roger W. Stalcup, Secretary
 Review Committee

6/23/95
 Date

6/29/95
 Date

MEMORANDUM

TO: All PG&E Staff
FROM: Darrel Mitchell
DATE: 20 June 1995
SUBJECT: Letter Agreement R1-95-60-PGE

Attached for your information is the so-called "Co-Mingling" letter agreement. While policing this agreement, please keep in mind the following:

- It is recommended to include GC in local labor-management meetings;
- Loaning of employees is "on a limited and exceptional basis";
- Intermingling of crews is even more limited;
- Overtime provisions are not modified as a result of this agreement;
- This accord is limited to CES Gas and Electric T&D (both Title 200 and 300);
- If the attached internal PG&E communication is an example of local management understanding of this agreement, close policing of the agreement will be necessary.

DM:kmk
Attachments

cc: Terry Andreucci
Tony Norman
John Petrovitz
Dan Robertson

To : Bill H Barnes@Son@SjqYos, Richard A Llamas@EloTds@SjrYosMerSc,
Dave Willson@GaoGem@SjrYosHq, Les Nickerson@MgrStf@SjrYosLb01,
Jennifer A Domingos@Mad@SjrYos, Brian P McFaden@MgrStf@SjrYosMpa01,
Richard A. Costa@Okd@SjqYos, Dana J. Seeman@CmoModSc@SjqYos,
Eric G Kirkpatrick@GeoEng@SjrStaMod, Richard A Llamas@EloTds@
SjrYosMerSc, Dave Willson@GaoGem@SjrYosHq, Scott Avery@EloPln@
SjrYosHq, Paul Bhasin@SplEst@SjrYosHq, Ted R Albrigo@GeoEng@
SjrStaMod, Bill H Barnes@Son@SjqYos, Les Nickerson@MgrStf@SjrYosLb01,
Jim L Johnson@Son@SjqYos, Buzz Gordon@CfsMerSc@SjrYos,
Thomas H Snodgrass@CfsMerSc@SjrYos, LLM5@CfsModSc@SjqYos,
Jeff A Savage@MktStf@SjrYosHq, Dana J. Seeman@CmoModSc@SjqYos,
Richard A. Costa@Okd@SjqYos, Rajbir S Beasla@EloPln@SjrYosHq
Cc : Steve J Rath@MgrStf@SjrYosHq, Sheila A Radford@New@SjqYos,
Wade W Haley@CsvStf@SjrStaTur, Brian P McFaden@MgrStf@SjrYosMpa01,
Jim L Johnson@Son@SjqYos, Ken B Smith@MgrStf@SjrYosLb01,
Jennifer A Domingos@Mad@SjrYos
From : BBA1@MgrStf@SjrYosHq
Subject : 200/300 Co Mingling
Date : Friday, May 26, 1995 at 9:31:41 am PDT
Attachment : (none)
Certify : N

Team it is final WE CAN CO MINGLE 200 and 300 employees, equipment, tools, vehicles, material, etc. A letter of agreement will be forthcoming.

PLEASE COMPLY IMMEDIATELY!

This will help on our On Call Concerns also.

Bernie

BERNIE ANTHONY
M.E.O DIRECTOR



**LETTER AGREEMENT
NO. R1-95-60-PGE**



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

June 14, 1995

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

A Company and Union recommendation from the Santa Nella seminar was to discuss and find ways to eliminate inefficiency and to re-examine the co-mingling of Division and General Construction crews and the sharing of equipment, tools, employees and headquarters.

On May 16, 1995 Terry Andreucci, Darrel Mitchell, Tony Norman, John Petrovitz, and Dan Robertson representing Local 1245 met with David Bergman, Jeff Butler, Dick Collier, Rick Doering, Bill McLoughlin and John Moffat representing Company. The parties agreed that CES assignments to General Construction employees and Division employees should remain separate and distinct. However, on an exception basis agreement was reached to apply the following only to Gas and Electric T&D, Titles 200 and 300 employees in the Customer Energy Services Business Unit:

1. Sharing of equipment and tools and common assembly points and work locations is permissible.
2. On a limited and exceptional basis, Division employees may be loaned to General Construction and vice versa. Title 200 and 300 crews shall normally remain distinct, but may work side by side on the same project or job. Further, crews may be intermingled on the same job where a need exists for specialized assistance. (e.g., boring crews.) Title 200 employees would continue to work under Title 200 provisions while Title 300 employees would continue to observe Title 300 provisions.
3. Title 200 clerical support shall normally come from Title 200 employees; Title 300 clerical support shall normally come from Title 300 employees. However, intermittent support on an exception basis may be made between the groups.

4. Joint training, safety, and local Labor Management Committees are recommended.
5. This agreement does not modify the provisions of Sections 205, 206, 208, 212, 305, 306 and 308 of the Agreement.
6. The attached list of grievances are closed without prejudice based on this agreement. (Attachment 1)

Either party may cancel this agreement by providing 60 days written notice of cancellation.

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.

 1995

By: 
Business Manager

GRIEVANCES SETTLED BY LETTER AGREEMENT 95-60

| <u>Grievance Nos.</u> | <u>Location</u> |
|--|-----------------|
| MER-94-19, FF 5984 | Merced |
| AUB-94-04, FF 5717, PRC 1818 | Sierra |
| SAC-94-38, FF 5770, PRC 1826 | Sacramento |
| AUB-94-8, FF 5709, PRC 1835 | Sierra |
| AUB-94-35, FF 5730, PRC 1837 | Sierra |
| AUB-94-49, FF 5903, PRC 1908 | Sierra |
| SAC-94-5, 9, 10, 16, FF 5926, PRC 1947 | Sacramento |
| CON-94-76, FF 5787, PRC 1977 | Concord |