

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street  
San Francisco

COPY

LA 4-2-69

205.5

April 2, 1969

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 584  
Walnut Creek, California 94597

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

In the past several months the Company and Union have discussed several problems surrounding the filling of beginning job vacancies. These discussions point to dissatisfaction both on the part of employees and Company supervisors with the effects of systemwide transfers to such vacancies. In many instances, particularly in smaller communities, this has virtually eliminated hiring from a local labor market and has hampered Company and Union efforts to provide job opportunities to disadvantaged youths.

It is our belief that some change in the provisions of Subsections 18.5(a) of the Clerical Agreement and 205.5(a) of the Physical Agreement is called for at this time to accommodate the interests and responsibilities of both Company and Union. To accomplish this change we propose that the provisions of Section 205.19 and Section 18.17 of the applicable Labor Agreements be utilized to substitute for the applicable Subsections 205.5(a) and 18.5(a) the provisions set forth on the attached Exhibits A and B which are incorporated herein and made a part hereof.

A second problem related to filling beginning classifications has been raised in several grievances now before the Review Committee. The disagreement in each of the cases concerns the rate of pay of an employee transferring from the clerical bargaining unit to a beginning physical job and vice versa. To settle these disputes, we propose to clarify Subsections 204.6(a) and (b) of the Physical Labor Agreement and Subsections 13.9(a) and (b) of the Clerical Agreement to mean that an employee in a classification covered by the physical bargaining unit who is appointed to a beginning clerical classification shall be granted a wage rate in such classification commensurate with the provisions of Subsection 13.9(a) or (b), whichever is applicable. An employee who transfers from a classification in the clerical bargaining unit to a beginning physical classification shall be given a wage rate commensurate with the provisions of Subsection 204.6(a) or (b), whichever is applicable.

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Local Union No. 1245, IBEW

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By /s/ I. W. Bonbright  
Manager of Industrial Relations

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

May 15, 1969

By /s/ Ronald T. Weakley  
Business Manager

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EXHIBIT A

18.5(a) In making appointments to fill one half of the vacancies in beginner's classifications or one half of the vacancies in regularly scheduled part-time jobs, at any headquarters, Company shall give preferential consideration in the order of sequence provided in Section 18.8 to regular physical and clerical employees who have previously requested in writing a transfer to fill such vacancies. This procedure shall be invoked at any time there are transfer applications on file to such a vacancy in the headquarters, otherwise Company may make unrestricted appointments to such vacancies.

Notwithstanding the foregoing, Company may nevertheless reject the transfer request of any such employee who does not possess the ability to perform the duties of such classification and who has not demonstrated the qualifications required to progress in the Line of Progression of the classification which is vacant.

Company and Union, by written agreement, may from time to time substitute special provisions for the foregoing.



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FOR INTRA - COMPANY USES

LA 4-2-69

205.5

DIVISION OR  
DEPARTMENT INDUSTRIAL RELATIONS  
FILE NO. 741.1  
RE LETTER OF  
SUBJECT Transfers to Beginning Classifications

July 23, 1971

MESSRS. G. N. SCOURKES	D. S. SOLBERG
J. L. MacDONALD	A. M. KEZER
T. J. SNAPP	M. L. MOORE
D. P. WILBUR	D. G. COLLINS
R. F. PAPE	H. G. COOKE
R. H. TAYLOR	F. CORTESE, JR.
E. A. PETTERLE	A. P. FEDOTIEFF
J. KINDER	D. L. KENNADY
H. G. THOMAS	M. J. STONE

Questions have been raised by the Divisions concerning the application of the "one-for-one" provisions of Company's letter agreement with Union dated April 2, 1969. A recent case involved a Helper opening in the Substation Department where employees from the Gas Department had submitted valid transfer applications. The question was whether or not an application for transfer in a given headquarters between lines of progression must be given effect, notwithstanding the one-for-one agreement. The employee contended that the agreement applied to all beginning classifications, regardless of their line of progression. The Division, on the other hand, contending that the agreement applied to each line of progression, chose to effect their option to hire an employee into the vacant position.

In this instance, the Division's determination was proper. The letter of agreement specifically incorporates the lines of progression's preferential considerations of the Physical and Clerical Agreements. Thus, the one-for-one application extends to vacancies in beginner's classifications in each line of progression within a given headquarters. In this case, then, as the Division had the option of hiring directly into the Helper's classification, it could do so as only one half of the vacancies in that line of progression at that headquarters would be subject to a transfer application.

We are also informed that some Divisions are not acknowledging receipt of transfer applications. When the "one-for-one" agreement was reached we told Union that valid transfer applications would be acknowledged and invalid applications returned with an explanation. In either case, this should be done.

*I. Wayland Bonbright*  
I. WAYLAND BONBRIGHT

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EXHIBIT B

205.5(a) In making appointments to fill one half of the vacancies in the beginner's classifications, at any headquarters, Company shall give preferential consideration in the order of sequence provided in Section 205.7 to regular physical and clerical employees who have previously requested in writing a transfer to fill such vacancies. This procedure shall be invoked at any time there are transfer applications on file to such a vacancy in the headquarters, otherwise Company may make unrestricted appointments to such vacancies.

Notwithstanding the foregoing, Company may nevertheless reject the transfer request of any such employee who does not possess the ability to perform the duties of such classification and who has not demonstrated the qualifications required to progress in the Line of Progression of the classification which is vacant.

Company and Union, by written agreement, may from time to time substitute special provisions for the foregoing.