

PACIFIC GAS AND ELECTRIC COMPANY

PGE + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

May 3, 1984

Local Union No. 1245
 International Brotherhood of
 Electrical Workers, AFL-CIO
 P. O. Box 4790
 Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Item 16 (emergency duty-local agreement) of the cover letter to the 1983 General Negotiations Settlement, and Section 212.12 of the Physical Agreement, Company proposes to institute the attached overtime call-out procedure for Operators in Diablo District of Easy Bay Division. Under this Agreement, if Company exceeds the two-hour limitation detailed in paragraph number 4, Company will be considered liable for payment of a bypass for the entire period, unless mitigating circumstances can be shown.

As the attached document indicates, this overtime call-out procedure has been discussed in detail with Mr. Joe Valentino, Union Business Representative.

If you are in accord with the foregoing and its attachment, 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 *W. L. Wright*
 Manager of Industrial Relations

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

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

May 17, 1984

By *Jack McNally*
 Business Manager

PACIFIC GAS AND ELECTRIC COMPANY

PG&E



1919 WEBSTER STREET • OAKLAND, CALIFORNIA 94612 • (415) 835-8500

FLOYD C. MARKS
DIVISION MANAGER
EAST BAY DIVISION

March 13, 1984

Mr. Joe Valentino
Union Business Representative
Local Union 1245, IBEW
P. O. Box 4790
Walnut Creek, CA 94596

Dear Mr. Valentino:

In accordance with the settlement of Grievance No. 1-1840-83-28, the attached overtime call-out procedure for Diablo District Operators has been negotiated.

It is my understanding that you have received a list of the cross-trained reliefs.

It is my further understanding that if Company exceeds the two-hour limitation outlined in paragraph number 4, Company is liable for payment of a bypass for the entire period unless mitigating circumstances can be shown.

Following your signed concurrence, this procedure will be forwarded to Company's Manager of Industrial Relations for review with the Business Manager of Local Union 1245, IBEW in accordance with the Emergency Duty-Local Agreement section of the cover letter to the 1983 General Negotiations settlement.



R. F. PAPE
Division Personnel Manager

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Attachment

The Union is in accord with the foregoing and agrees thereto:

3-27-84
Date

Joe Valentino
Joe Valentino
Union Business Representative

OPERATORS OVERTIME CALL OUT PROCEDURE

1. If a relief operator is needed to replace an absent employee in an attended station as defined in the relief agreement, the qualified relief operator for that station with the least amount of accumulated overtime hours shall be called first. A list of accumulated overtime hours for all operators will be made on Wednesday and posted in each attended station on Thursday of every week.
2. If a relief operator is needed to replace an absent employee, the qualified relief that can fill the shift on straight time shall be considered first, regardless of his accumulated overtime hours.
3. If an operator is needed for overtime in an attended station, other than for replacing an absent employee, use the following order of call out:
 - A. Call the station operator with the least amount of accumulated overtime who is on his regular day off.
 - B. The operator who is on shift should work over if he is needed at shift change.
 - C. The operator who is scheduled to work the next shift should be called in early.
 - D. The qualified relief operator with the least amount of accumulated overtime should be called to work or should work over if already on shift in the same station and not filling a vacant shift for one week or more.

In the event employees are called for overtime and refuse or cannot be reached, they will nevertheless be credited on the appropriate list with equivalent overtime in the same amount as received by those who did the work.

4. If at shift change, an emergency condition exists, the operator going off shift can be held over for a maximum of two hours at the option of the supervisor or the operator who is coming on shift. If at the end of the two hour period an additional operator is still needed, the appropriate operator should be called according to item #3 above.
5. If a relief operator is needed for work in any location other than in an attended station, the qualified relief operator shall be called in order of the least amount of accumulated overtime.
6. Total accumulated overtime for each operator will be posted each week, regardless of where the overtime was earned. It will be broken down to show both emergency and prearranged overtime. On the first day of January each year, the overtime hours for each operator will begin at zero.