

# PACIFIC GAS AND ELECTRIC COMPANY

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

December 9, 1987

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

We propose the implementation of a 12-hour shift schedule for Pressure Operators at the Regional Load Center, Potrero, Golden Gate Region, beginning on January 1, 1988.

This specific Letter Agreement will be in accordance with the provisions outlined in the generic Letter Agreement (86-89) with the exception of the areas noted herein:

## 1. INITIAL ESTABLISHMENT OF SHIFTS

The 12-hour schedule for Pressure Operators, Potrero Load Center, will be established January 1, 1988.

## 2. SHIFT SCHEDULE

A copy of the revised shift schedule is included as Attachment 1.

Hours of work for Pressure Operators will be from 7:00 A.M. to 7:00 P.M. and from 7:00 P.M. to 7:00 A.M.

The Relief Pressure Operator will provide relief from the 12-hour shift for four of the six weeks. The Relief Pressure Operators' normal hours of work for two of the six week period will be 7:00 A.M. to 3:00 P.M. Monday through Friday. The normal hours of work for four of the six week period will be 7:00 A.M. to 3:00 P.M. Monday, Tuesday and Thursday; 7:00 A.M. to 7:00 P.M. Wednesday; and 7:00 A.M. to 11:00 A.M. Friday. There will be no overtime payment for the four hours worked by the Relief Pressure Operator in excess of eight hours on the regular Wednesday shift as Friday is a four-hour workday and there are 40 hours in the work week.

## 3. WAGES

A revised rate for Pressure Operators is included as Attachment 2.

4. HOURS

Overtime compensation will not be paid for the initial change to the 12-hour schedule.

5. SICK LEAVE, VACATION AND HOLIDAYS

Sick leave, vacation, and holiday entitlements for Pressure Operators will be in accordance with Letter Agreement 86-89.

Sick leave, vacation and holiday entitlements for Relief Pressure Operators will be converted to hours and will be charged according to the number of hours scheduled to work. Any hours of entitlement less than eight hours will be carried over to the next calendar year with the exception of Bonus vacation which must be used during the calendar year.

The six fixed holidays determined by a vote of the employees are:

1. New Years Day - January 1
2. Memorial Day - Last Monday in May
3. Independence Day - July 4
4. Labor Day - First Monday in September
5. Thanksgiving Day - 4th Thursday in November
6. Christmas Day - December 25

This proposal has been discussed with Ed Caruso, Union Business Representative.

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 the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Budjgal  
Manager of Industrial Relations

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

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

Feb 22, 1987

By Jack McKinley  
Business Manager

GOLDEN GATE REGION  
 LOAD CENTER-POTRERO  
 PRESSURE OPERATOR

4 - Pressure Operators  
 1 - Relief Pressure Operator

D = Day Shift 7:00 a.m to 7:00 p.m.  
 N = Night Shift 7:00 p.m. to 7:00 a.m.  
 = = Day Off

S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S				
N	=	=	D	D	D	=	=	N	N	N	=	=	D	D	D	=	=	=	=	=	N	N	N	N	N	=	=	D	D	=	=	=	=	=	N	N	N	
D	D	D	=	=	=	=	=	=	=	N	N	N	N	=	=	D	D	=	=	N	N	N	=	=	D	D	D	=	=	=	=	=	N	N	N	=	=	D
=	=	=	=	N	N	N	N	=	=	D	D	D	=	=	N	N	N	=	=	D	D	D	=	=	D	D	D	=	=	=	=	N	=	=	=	D	D	=
=	N	N	N	=	=	D	D	D	D	=	=	=	=	=	=	=	N	N	N	N	=	=	D	D	D	=	=	=	=	D	D	D	=	=	=	=		

GOLDEN GATE REGION  
 REGIONAL LOAD CENTER - POTRERO  
 1720 PRESSURE OPERATOR 12 HOUR WAGE SCHEDULE

	A. (Exhibit X)	B. $(\frac{a}{40})$	C. (a) (.97561)	D. $(\frac{c}{40})$	E. $(\frac{c}{40}) (36)$	F. $(\frac{c}{40}) (46) + (\frac{a}{40})(6)$	G. $2a + (\frac{a}{40})(6)$	d
<u>1987 Rate Progression</u>	<u>Current 40 Hr Week Rate</u>	<u>Current Hourly Rate</u>	<u>40 Hr Week 12 Hr Rate</u>	<u>12 Hr Shift Hourly Rate</u>	<u>Proposed 36 Hr Week Rate</u>	<u>Proposed 48 Hr. Week Rage</u>	<u>Current Pay For 84 Hrs in 2 Weeks</u>	
Start	680.35	17.01	663.76	16.59	597.38	865.38	1,462.75	
End 6 Mo.	709.35	17.73	692.05	17.30	622.85	902.26	1,525.10	
1988 Rate + 2.75	699.10	17.48	682.05	17.05	613.85	889.22	1,503.07	
	728.90	18.22	711.12	17.78	640.01	927.12	1,567.14	