

PACIFIC GAS AND ELECTRIC COMPANY

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

February 20, 1987

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:

The Company proposes to establish a local agreement at the Geysers for handling prearranged and emergency overtime during special assignments. For the purpose of this agreement, a special assignment will include a project that is for a duration of two weeks or longer and involves two or more groups of employees from separate headquarters within Geothermal Operations. The three headquarters within Geothermal Operations will include Geothermal Operations Overhaul Department, East Geysers Maintenance and West Geysers Maintenance.

The following administrative procedures for handling prearranged overtime and emergency overtime will be followed when employees are assigned to a special project:

1. Prior to the start of a special assignment, the Company will estimate the number of employees required to complete the special assignment.
2. The special assignment work force will be responsible for performing all prearranged overtime and emergency overtime associated with the special assignment.
3. Separate emergency overtime and prearranged overtime lists will be established by the responsible department for the duration of the special assignment. Only employees assigned to the special assignment are eligible to sign this list.
4. Employees will take their accumulated overtime hours from their headquarters. When the assignment is complete, the employees will return with their total accumulated and charged hours.
5. Employees within the special assignment group may be eligible to "swap" or secure someone else to meet their overtime obligations within the special assignment group. In such cases, the requesting employee is responsible for arranging to swap with

another employee. In addition, the requesting employee will be charged with refusal time. In the event that a swap may not be found within the special assignment group, an employee may be eligible to swap with an employee in the same classification from the sponsoring plant not to exceed once per special assignment. Notification of such a swap is to be given at least three days in advance.

6. Employees assigned to the special assignment will be eligible to sign a weekly volunteer sign-up list only for the special assignment. This list will be located at a predetermined location.
- 7a. Prearranged overtime shall be made from a weekly volunteer sign-up list of employees with the employee who has the least amount of accumulated overtime hours (both worked and charged) receiving first consideration. All other employees in the classification who elected not to sign the list will be charged with the hours actually worked by the employee who accepts the assignment, or with the average of the hours actually worked if more than one employee is assigned.
- 7b. Emergency overtime will be assigned within the special assignment group in accordance with Title 212 of the Physical Agreement.
8. In the event that there is an inadequate number of volunteers, employees who signed the prearranged overtime or emergency overtime list and refused to work will be assigned. If additional employees are required, the employee who did not volunteer with the least number of actual prearranged overtime hours or emergency overtime hours will be assigned.
9. An employee identified to work overtime under paragraph 8, has an obligation to work, absent any circumstances that may cause a personal hardship. Employees who are directed to work will still be permitted to "swap" or secure someone else to work on their behalf (subject to the provisions of paragraph 5). In the event that an employee is able to swap with another employee and is not required to work, he/she will be charged with the actual hours worked or the average hours worked, whichever is appropriate.
10. Accumulated overtime hours (both worked and charged) will be posted weekly. This posting of accumulated hours shall be in the predetermined location.
11. The weekly sign-up list for volunteers shall be posted at the start of the day on Monday and will be removed at the start of the day on Thursday. It is understood that employees may remove themselves from this list anytime prior to the start of the workday on Thursday.

Special assignments that are less than two weeks in duration that involve two or more groups of employees will be covered under the existing agreement. Specifically, all emergency overtime and prearranged overtime work will be given to employees regularly assigned to the department handling the job.

If you are in accord with the foregoing 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 *J. M. Bright*
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

April 16, 1987

By *Jack McHenry*
Business Manager