

PACIFIC GAS AND ELECTRIC COMPANY

PG&E



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

March 3, 1988

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:

Pursuant to Subsection 202.16(b) of the Physical Agreement, Company proposes to change the shift of all Auxiliary Operators and Assistant Control Operators at Potrero Power Plant during the upcoming overhaul of #3 Unit, #3-1 boiler at Potrero Power Plant scheduled to begin March 14, 1988.

This change of shift would require that all Auxiliary Operators and Assistant Control Operators be removed from their regular shift rotation and changed to a Monday through Friday schedule with Saturdays and Sundays off during the overhaul which is scheduled to begin on approximately March 14, 1988 and last approximately nine weeks. Company proposes that affected employees will alternate weekly between the day (7:00 a.m. - 3:00 p.m.) and swing (3:00 p.m. - 11:00 p.m.) shifts. There would be no graveyard (11:00 p.m. - 7:00 a.m.) shift for the Auxiliary Operators and the Assistant Control Operators during this period except for the first and last 1-3 weeks of the overhaul.

Company will attempt to give employees as much lead time notification as possible prior to the change at the beginning of the overhaul and upon returning them to their regular rotating shifts.

The intent of this agreement is:

- o Increased flexibility in scheduling training for Auxiliary Operators and Assistant Control Operators. (See attached proposed training schedule).
- o Will allow more Operators to take vacation and holidays during this period.
- o Operators will be concentrated on the same work hours as maintenance personnel, increasing availability for operators to respond quickly to clearance needs, etc.
- o More efficient use of operations employees during the overhaul.

Operators in the operator training program will be allowed a minimum of four hours per week to complete their required assignments as is granted to apprentices in the maintenance department. It is anticipated that some overtime will be required and Company will distribute this overtime as equitably as possible in accordance with Titles 208 and 212.

This letter of agreement has been discussed with Ed Caruso, IBEW Business Representative.

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 Richard B. Buehler
Industrial Relations Manager

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

March 11, 1988

By Jack McHenry
Business Manager