

**Pacific Gas and Electric Company**215 Market Street  
San Francisco, CA 94106  
415/972-7000

April 7, 1989

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 Section 202.16 of the Physical Agreement, Company proposes to make permanent a 12-hour rotating shift schedule for Pressure Operators at the East Bay Region Gas Load Center in Oakland. The current one year test expires in April. This agreement shall comply with the generic 12 hour shift agreement (Letter Agreement R2-86-89-PGE) except as follows.

**SHIFT SCHEDULE**

Exhibit 1 outlines the 12 hour six week cycle rotating schedule for Oakland Gas Load Center. Relief employees will be used within the 12 hour shift schedule.

**WAGES**

Exhibit 2 describes the wage schedule for Pressure Operators and Relief Pressure Operators at the Oakland Gas Load Center. The pay conversion factor for this schedule is .9677419 based on a six week pay cycle of 240 total hours.

Eight hours of overtime in a 48 hour week will be considered code "X" overtime, and will be paid at time and one-half the adjusted hourly rate. The adjusted hour rate is determined by multiplying the conversion factor times the current hourly rate.

All hours worked exceeding 36 hours in a 36 hour week and 48 hours in a 48 hour week will be considered code "1" overtime and will be paid at time and one-half the wage rate listed in Exhibit X of the Agreement.

SCHOOLS

Employees attending 40-hour schools will receive their normally scheduled workweek pay, either 36, or 48 hours.

RELIEF

Relief Operators will be placed on the twelve hour schedule as indicated in Exhibit 1. They shall continue to function as Reliefs as outlined in the Relief Agreements and the changes outlined in Letter Agreement R2-86-89-PGE.

HOLIDAYS

At the time this agreement is implemented, the employees will determine by vote the fixed holidays remaining, consistent with the number of holiday hours remaining. Remaining hours will be carried over to the next year, consistent with Letter Agreement 86-89-PGE. Each successive year the employees shall vote by December 15 to determine the fixed holidays for the coming year.

OTHER

This schedule shall remain in effect unless either party gives the other 30 days' notice of cancellation. Local Company and Union representatives shall meet as needed, and at least once each year to discuss the status of the 12-hour shifts and any problems or changes which may be required.

This proposal has been discussed with the employees involved and Frank Saxsenmeier, Union Business Representative.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bradford/CFR  
Manager of Industrial Relations

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

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

April 24, 1989

By Joe McKinley  
Business Manager

Attachments

OAKLAND GAS LOAD CENTER TWELVE HOUR SHIFT SCHEDULE

1. Day shifts (0600 to 1800) and Night shifts (1800 to 0600)
2. Rotating shifts
3. Sunday through Saturday Schedule
4. Six week cycle
5. Four 36 and two 48 hour work weeks

SCHEDULE

	S	M	T	W	T	F	S	HOURS
Week 1	N	X	X	D	D	D	X	48
Week 2	X	N	N	N	X	X	D	48
Week 3	D	D	D	X	X	X	X	36
Week 4	X	X	X	X	N	N	N	36
Week 5	N	X	X	X	D	D	X	36
Week 6	X	X	X	X	N	N	N	36

TOTAL HOURS: 240

RELIEF SCHEDULES

Relief Pressure Operators' normal schedule will be all 12 hour days. Relief Pressure Operators will work four Wednesdays during the six week schedule.

OAKLAND GAS LOAD CENTER TWELVE HOUR SHIFT WAGE SCHEDULE

Existing Schedule and Wages:

Twelve Hour schedule and Wages

Week Hrs Wkd S/T Pay Eqv.

Week Hrs Wkd S/T Pay Eqv.

1	40	40
2	40	40
3	40	40
4	40	40
5	40	40
6	40	40

1	48	52 [40 + (8 @ 1.5)]
2	48	52
3	36	36
4	36	36
5	36	36
6	36	36

Total hrs in S/T pay: 240

Total hrs in S/T pay: 248

The adjusted hourly rate is determined by dividing 240, the number of compensable hours in a current 6 week cycle, by 248, the number of hours of compensation in the new schedule, multiplied by the current hourly rate:

Pressure Operator weekly rate from Exhibit X: \$767.90

Pressure Operator hourly rate: \$767.90/40 = \$19.1975

240/248 = .9677419 (Conversion Factor)

.9677419 x \$19.1975 = \$18.5782 (12 hour shift hourly rate)

Therefore, pay is determined by multiplying all scheduled work hours, including time and one-half (overtime) for hours exceeding 40 in the 48 hour week, by the 12 hour shift hourly rate:

240 x \$19.1975 = \$4607.40

248 x \$18.5782 = \$4607.40

Therefore, the Oakland Gas Load Center Wage Schedule is as follows:

CODE	CLASS	PROG	40 HR REFER RATE	12 HR SHIFT RATE
1724	Press Op	Start	\$718.35	\$695.18
		6 mo.	748.95	724.79
		1 yr.	767.90	743.13