



LETTER AGREEMENT No.



Pacific Gas and Electric Company
Industrial Relations Department
215 Market Street
San Francisco, California 94106
[415] 973-1125

91-176-PGE

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

November 4, 1991

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

Pursuant to Subsection 202.8(a) of the physical agreement and the Hours Clarification, company proposes changes to the Troubleman's work schedule in the Gas and Electric Service Department, Central Division, Oakland. The original agreement is attached as Letter Agreement C-90-01-EB. This proposal will be for a one-year trial period.

The original shifts are:

Shifts in the Rotation

7:00 a.m. - 4:00 p.m.
8:00 a.m. - 5:00 p.m.
4:00 p.m. - 12 midnight
12 midnight - 8:00 a.m.

Relief Shifts

2:00 p.m. - 10 p.m.
8:00 a.m. - 5:00 p.m.

Following are the changes:

1. The graveyard shift (12:00 a.m. - 8:00 a.m.) shall be eliminated.
2. The 2:00 p.m. - 10 p.m. relief shift will be placed into the rotation.
3. Overtime occurring between 12:00 a.m. and 5:00 a.m. shall be filled using the following Troubleman call-out procedure:
 - a) Call the next Troubleman coming on shift.
 - b) If the aforementioned Troubleman is not available, the company will use the usual 212 procedure.
4. The call out procedures for coverage of a shift due to illness or floating holiday are as follows:

- a) The person with the least amount of overtime on his/her regular day off will be called to fill a complete shift.
- b) If the aforementioned person is unavailable, the person with the least amount of overtime will be offered the shift.

Shift coverage of three days or more with 24 hours advance notice will be covered pursuant to Subsection 208.18 and the Hours Clarification.

5. For partial shift coverage or call-in due to workload, the very next rotational shift will be called. If not available, the person with the least amount of overtime will be called.
6. The 7th and 8th shift will be used for vacation relief. The 7th shift will be Monday through Friday 5:00 a.m. - 1:00 p.m. The 8th shift will be Monday through Friday 8:00 a.m. - 5:00 p.m. Temporary exchanges of hours on shift between the 7th and 8th shift will be permitted with supervisory approval. Vacation relief will be rotated among the two shifts equally. When the 7th shift relieves a shift or has scheduled vacation, the 8th shift will automatically fill the 7th shift's schedule. The supervisor will be responsible to advise both employees of all shift changes.

Company will keep the 7th and 8th shift positions filled throughout this trial period. This excludes vacancies due to vacation or sick or other temporary situations.

Either party may cancel this agreement by giving 30 days' written notice of cancellation. Upon cancellation or non-adoption of this schedule on a permanent basis, the previous schedule shall be reinstated.

This proposal has been discussed with Union Business Representative, Frank Saxsenmeier.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one copy to the company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By 
 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

Nov 18, 1991

By 
 Business Manager