



# LETTER AGREEMENT NO. 95-139-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
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(415) 973-3425

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(510) 933-6060

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MEL BRADLEY, MANAGER OR  
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

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October 18, 1995

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This proposal was developed by the NPG Title 8 Committee as a means of avoiding an additional round of Title 206, Demotion and Layoff.

## SHIFT FIREWATCH

1. The current Shift Firewatch personnel will be reclassified to Mechanical Maintenance Utility Workers.
2. Mechanical Maintenance Utility Workers will be assigned to the Firewatch schedule for 12 week intervals. The rotation assignment schedule for each year will be completed by December 1 of the previous year. To minimize the impact on the Building Services Department, no more than two Mechanical Maintenance Utility Workers from this group will be assigned to the Firewatch schedule at any one time. After the annual schedule is completed, employees may exchange Firewatch assignments with supervisor approval.
3. Employees who are assigned to the Firewatch schedule will be considered shift employees for the duration of the 12 week Firewatch schedule.

4. Firewatch personnel will work a 12 hour static shift schedule in accordance with the 12 hour shift Letter of Agreement 93-98-PGE with the following exceptions:

- Paragraph 8(a) - Holiday hours will not be converted to vacation. Employees may receive holidays in-lieu in accordance with Sections 103.6 and 103.7(a) of the Physical Agreement. The holiday in-lieu shall be taken in accordance with Section 103.6, however, it will be based on the employee's schedule at the time the day off is taken.
- Paragraph 9 (a) - The number of holidays will not be adjusted.
- Paragraph 9 (b) - The number of floating holidays will not be adjusted. A floating holiday may not be scheduled on a holiday.
- Paragraph 9 (c) - does not apply.
- Paragraph 9 (d) - does not apply.
- Paragraph 17 - Temporary vacancies may also be filled by other personnel in Mechanical Maintenance. Section C.2. of the Title 202 Clarification will apply.

The hours of work are 0700-1900 and 1900-0700. Detailed below is the shift schedule:

	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun
<b>A Crew</b>	-	-	D	D	D	-	-	-	-	D	D	D	D	-
<b>B Crew</b>	D	D	-	-	-	D	D	D	D	-	-	-	-	D
<b>C Crew</b>	-	-	N	N	N	-	-	-	-	N	N	N	N	-
<b>D Crew</b>	N	N	-	-	-	N	N	N	N	-	-	-	-	N

After six weeks, A and C crews will exchange shifts and B and D crews will exchange shifts. This shift schedule may be changed by local agreement between the parties.

5. The relief Firewatch will work either 0700-1500 or 1500-2300. The relief positions will be filled by the most senior volunteer assigned to the Firewatch schedule. If there are no volunteers, the most junior employee will fill the position. The relief Firewatch may be assigned to another work group when he/she is not on a relief assignment. An administrative procedure will be developed for distributing relief assignments.
6. Employees who are assigned to the Firewatch schedule may exchange shifts pursuant to Section 202.24.
7. During outages, the Firewatch personnel may be reassigned to Mechanical Maintenance. They may be replaced by outage temporary additional or Title 300 employees.

- 8. The vacation sign-up will be posted by Mechanical Maintenance in accordance with Section 111.13.
- 9. Nothing in this agreement precludes other classifications outside of Mechanical Maintenance from performing emergency relief roving Fire Watch duties. Static or continuous Firewatch can be performed by any classification.

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


Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By:   
Director and Chief Negotiator

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

Oct 27, 1995

By:   
Business Manager

## **ASSIGNMENT OF MECHANICAL MAINTENANCE UTILITY WORKERS TO OTHER DEPARTMENTS**

1. Mechanical Maintenance Utility Workers may be assigned to work in other Departments.
  - Chemistry and Radiation Protection : Mechanical Maintenance Utility Workers can be rotated into C&RP for a minimum of six months. This time period may be extended by mutual agreement. Such employee will be excluded from the Firewatch rotation pool during that calendar year. They may be assigned all the C&RP Utility Worker job duties with the exception of operating the laundry, and collecting, packaging, and storing radioactive and hazardous waste. They may also operate a forklift.
  - Building Services: Mechanical Maintenance Utility Workers may work on an occasional basis for Building Services in a Utility Worker capacity.
  - Operations: Mechanical Maintenance Utility Workers may be assigned to make and install signs and labels using various computer programs and power equipment.
2. These employees will only be assigned to day shift.
3. The vacation sign-up will be posted by Mechanical Maintenance in accordance with Section 111.13.
4. Mechanical Maintenance Utility Workers will only be eligible for prearranged and emergency overtime in Mechanical Maintenance.

During outages, these employees may be reassigned to Mechanical Maintenance. They may be replaced by outage temporary additional or Title 300 employees.