

PACIFIC GAS AND ELECTRIC COMPANY

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

March 24, 1986

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:

In accordance with Subsection 202.16(b) of the Physical Labor Agreement, the Company proposes to establish the following Shift Schedule for the Chemical and Radiation Protection Department. This proposal was verbally agreed to by Company and Union on January 22, 1986 during a negotiating meeting at San Luis Obispo.

1. Each shift quarter will commence at 2400 hours, Thursday ending the pay period prior to the start of classes for each school quarter at California Polytechnic State University, San Luis Obispo.
2. Shift Positions
 - a. Technical Specification Required ANSI Shift Positions
 - (1) These ANSI shift positions (a maximum of six positions: two per shift) shall be filled only by fully qualified Chemical & Radiation Protection Technicians.
 - (2) The shift workweek schedule for the ANSI shift positions shall be as follows:

	SU	MO	TU	WE	TH	FR	SA	SU	MO	TU	WE	TH	FR	SA
Workweek 1	X	X	X	X	X	X	0	0	0	0	X	X	X	X
Workweek 1A	0	0	0	X	X	X	X	X	X	X	X	X	X	0
Workweek 2	0	X	X	X	X	X	X	X	X	X	X	0	0	0
Workweek 2A	X	X	X	X	0	0	0	0	X	X	X	X	X	X

b. Additional Shift Positions

- (1) The Chemical & Radiation Protection Technicians assigned to these positions must be qualified for the assignment. In no case shall the total number of technicians assigned to backshifts exceed 19. (Excluding the six Technicians under 2.a. herein.)
 - (2) The workweeks described in 2.a. (2) or a Mon-Fri workweek schedule may be used when establishing these additional backshift positions.
 - (3) No more than eight of the remaining day-shift positions will be required to work a 10-4 schedule.
3. A meeting will be held to fill the job assignments for the upcoming three quarters as defined in section 1. This meeting shall be held prior to the Computer Assisted Registration (CAR) date at California Polytechnic State University during the quarter before the new schedule. The Company shall post the job assignments for shift and non-shift positions to be selected each quarter by shift and workweek. These positions shall be filled in order of seniority. A shift technician may choose any shift and workweek not already filled.
 4. Shift technicians, other than those required for any of the shift positions described above, may (with the Company's agreement) work any of the 10-4 workweek schedules on any shift. If agreement cannot be reached, technicians shall work a 0800-1600 Monday through Friday workweek.
 5. The two relief positions shall be filled by qualified shift technicians. If there are no volunteers, bids, transfers, or new hires for the relief position, the assignment will be rotated to the least senior, qualified technician at that time.

The relief workweek schedule will be selected from either of the following with agreement of the technician and Company:

	<u>Day of the Week</u>													
	SU	MO	TU	WE	TH	FR	SA	SU	MO	TU	WE	TH	FR	SA
Relief Work-week #1	X	X	X	X	X	0	0	0	0	X	X	X	X	X
Relief Work-week #2	0	X	X	X	X	X	0	0	X	X	X	X	X	0

If agreement cannot be reached, one relief technician shall work each of the two workweeks. The senior relief technician may select the workweek of his choice.

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6. If a permanent vacancy occurs in shift positions as described in section 2, and the Company elects to fill this vacancy, it shall do so by assignment of the least senior, qualified Chemical & Radiation Protection Technician not filling an established shift position.
7. The time accrued in the specific disciplines of Chemical or Radiation Protection shall count one month for one month toward ANSI qualification. After the shift and workweek selections have been completed, qualified technicians may volunteer, by seniority, for general assignments of Chemical and Radiation Protection (with Company approval), but must spend at least one-quarter per calendar year in each discipline. Time accrued in the ANSI shift positions shall be accounted as 50 percent toward each discipline.
8. The Company shall maintain 13 Traveling Chemical & Radiation Protection Technician positions. If a permanent vacancy occurs, it will be filled by established job bidding procedure.
9. The shift schedule agreement is hereby determined and can only be changed by the Business Manager, Local Union 1245, IBEW, and the Manager of Industrial Relations, pursuant to Subsection 202.16(b) of the Physical Labor Agreement.

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

May 8, 1986

By *Jack McHenry*
Business Manager