

PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

October 22, 1987

Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Section 202.16 of the Physical Agreement, Company proposes to establish a 12 hour rotation shift schedule for System Operators and Operators in Training at Newark Substation, for a test period of six months, beginning January 3, 1988. 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 rotating schedule for Newark Substation. Relief employees will be used within the 12 hour shift schedule.

WAGES

Exhibit 2 describes the wage schedule for System Operators and Operators in Training at Newark Substation. The pay conversion factor for this schedule is .952381 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 hourly rate is determined by multiplying the conversion factor times the current hourly rate.

All hours worked exceeding 24 hours in a 24 hour week, 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.

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SCHOOLS

Employees attending 40-hour schools will receive their normally scheduled workweek pay, either 24, 36, or 48 hours.

RELIEF

Relief Operators will be placed on the twelve hour schedule as indicated on Exhibit 3. They shall continue to function as Reliefs as outlined in the Relief Agreements and the changes outlined in Letter Agreement R2-86-89-PGE.

RELIEF SHIFT EMPLOYEES

For this Agreement change, Paragraph 12(c)(2) of the generic agreement (Page 5) as follows: Section B, Item 1 shall provide that the first watch in a 24-hour day period will be the night shift.

OTHER

This schedule shall remain in effect for six months unless either party gives the other 60 days` notice of cancellation. Before the end of the test period, Company and Union shall meet to determine whether to make the twelve hour schedule permanent, including whatever changes the parties may agree to as a result of the test.

Operators in Training will generally remain on their current eight hour schedule. Should training require, the Company may place them on the twelve hour shift schedule. Such change shall be implemented with at least one week's notice, and no overtime will be incurred as a result of the change. However, such placements will be for an entire six week schedule. When OIT's become Assistant Operators, they will be placed on the twelve hour schedule as their permanent schedule.

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This proposal has been discussed with the employees involved and Corb Wheeler, 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 to the Company.

Yours very truly

PACIFIC GAS AND ELECTRIC COMPANY

By: J. W. Bonbright / CFP
Manager of Industrial Relations

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

LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Dec 31, 1987

By: Jack Wheeler
Business Manager

NEWARK SUBSTATION 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. One 24, two 36, and three 48 hour work weeks

SCHEDULE

	S	M	T	W	T	F	S	HOURS
Week 1	D	D	X	X	X	N	N	48
Week 2	N	N	X	X	X	X	X	24
Week 3	X	X	D	D	D	D	X	48
Week 4	X	X	N	N	N	X	X	36
Week 5	X	X	X	D	D	D	X	36
Week 6	X	D	D	D	X	X	D	48

TOTAL HOURS: 240

NEWARK SUBSTATION 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	24	24
3	48	52
4	36	36
5	36	36
6	48	52

Total hrs in S/T pay: 240

Total hrs in S/T pay: 252

The adjusted hourly rate is determined by dividing 240, the number of compensable hours in a current 6 week cycle, by 252, the number of hours of compensation in the new schedule, multiplied by the current hourly rate:

System Operator I weekly rate from Exhibit X: \$775.20
 System Operator I hourly rate: \$775.20/40 = \$19.38
 $240 / 252 = .952381$ (Conversion factor)
 $.952381 \times \$19.38 = \18.457 (12 hr 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 \times \$19.38 = \4651.20
 $252 \times \$18.457 = \4651.20

Therefore, the Newark Substation Wage Schedule is as follows:

CODE	CLASS	PROG	40 HR REFER RATE	12 HR SHIFT RATE	24 HR WEEK PAY	36 HR WEEK PAY	48 HR WEEK PAY	6 WK CYCLE PAY [24 + (2 X 36) + (3 X 48)]
1805	Sys Op I	Strt	764.35	727.95	436.78	655.16	946.35	4586.15
		6 mo	775.20	738.29	442.97	664.46	959.77	4651.20
1554	OIT <83	Strt	490.45	467.10	280.26	420.39	607.23	2942.70
		6 mo	522.70	497.81	298.69	448.03	647.15	3136.20
		1 yr	554.95	528.52	317.11	475.67	687.08	3329.70
	OIT >82	Strt	460.55	438.62	263.17	394.76	570.21	2763.30
		6 mo	506.70	482.57	289.54	434.31	627.34	3040.20
		1 yr	554.95	528.52	317.11	475.67	687.08	3329.70
1552	Asst Op	Strt	622.40	592.76	355.66	533.48	770.59	3734.40
		6 mo	669.20	637.33	382.40	573.60	828.53	4015.20

