

## PACIFIC GAS AND ELECTRIC COMPANY

PGE + 215 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 972-7000 • TWX 910-372-6587

August 15, 1988

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:

Pursuant to Section 202.16 of the Physical Agreement and the Generic 12-Hour Shift Agreement, Company proposes to extend through October 28, 1988 the 12-Hour Shift Agreement at Newark Substation (R1-87-201-PGE) due to expire on July 9, 1988. Company further proposes to amend effective August 7, 1988 the language in the present agreement as follows. This proposed letter agreement cancels proposed Letter Agreement 88-100-PGE.

RELIEF OPERATOR SCHEDULE

Relief Operators shall become 8-hour shift employees, and their normal work schedule shall be Monday through Friday from 6 a.m. to 2 p.m., consistent with the Relief Agreement. Their workweek may be scheduled within the Sunday through Saturday workweek, providing their two days off are scheduled adjacently. Relief Operators shall be paid at the straight time rate for all work performed less than 12 hours in a continuous work period or 40 hours in a workweek. Relief Operators' normal 8-hour workday may be extended without advance notice if needed to provide full 12-hour shift coverage. No overtime shall be paid for such extension, subject to the limitations above. Company shall make a good faith effort to inform such employees as far in advance as possible of such extensions. Relief employees who have worked 40 hours in a workweek may be sent home for the remainder of the week, subject to relief or operational needs. All provisions of the Relief Agreement shall apply, except as noted above.

Should an employee call in sick or with an emergency time off request before 2 p.m. for the following shift, the relief may be sent home for the remainder of the present shift rounded to the next hour and re-scheduled for the following shift. Short change shall be paid for any time worked in the following shift which overlaps the 12-hour period since the operator was sent home.

August 15, 1988

The attached samples are intended to illustrate the Relief Operator scheduling provisions outlined above. However, they are not intended to be exhaustive or all inclusive.

RELIEF OPERATOR PAID TIME OFF

If assigned to a 12-hour shift schedule, Relief Operators who take paid time off shall be charged with the actual hours taken; i.e., if the operator takes a floating holiday, the operator shall be charged with 8 hours floating holiday and 4 hours vacation. Any vacation hours remaining at the end of the year will be carried over into the next year.

PAID TIME OFF

Due to the scheduling difficulties associated with the 12-hour shift schedule, Company shall not be required to grant paid time off to more than two operators (reliefs and operators combined) at any one time. This provision shall apply to vacation, floating holidays, and in-lieu days. Company shall make a good faith effort to accommodate employees' requests for time off as practicable.

FILLING VACANT POSITION

Item 12 of the Generic 12-Hour Shift Agreement shall be amended as follows:

- a. If the Company elects to fill a vacant position and relief shift employees are not available, other than by reassignment on the watch or the utilization of adjacent watch personnel, the following sequence shall be utilized:
  1. Call in the shift employee on his or her non-workday who is scheduled to return to work on the same shift that is vacant.
  2. Call in the shift employee on his or her non-workday who previously worked the same shift that is vacant.
  3. Call in the shift employee who is on his or her long change (the operator who will be called is the operator who has the most days off on his or her non-workdays).
  4. Assign the employee who worked the previous shift while attempting the call-out of another employee.

Company and Union recognize that for the 12-hour shift to work, operators must make a good faith effort to be available to work when needed to fill vacant shifts.

August 15, 1988

OTHER

This agreement shall remain in effect through October 28, 1988 unless either party gives the other 30 days notice of cancellation, consistent with the six-week work schedule cycle. Before the expiration of this agreement, Company and Union shall meet to determine whether to make the 12-hour schedule permanent, including whatever changes the parties may agree to as a result of the test.

This agreement will not result in loss of regular pay to operators for which they are entitled under this agreement or the Company-Union Physical Agreement.

If you are in accord with the foregoing and the attachment 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 Paul B. Buegl  
Manager of Industrial Relations

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

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

Sept 13, 1988

By Jack McKinley  
Business Manager

jh/jt

NEWARK 12 HOUR SHIFT RELIEF SYSTEM OPERATOR SCHEDULE EXAMPLES

1. Normal Workweek

	S	M	T	W	T	F	S
Relief:	X	8	8	8	8	8	X

2. Relieving 12 hour employee on 24 hour workweek, night shift.

	S	M	T	W	T	F	S
Employee	V	V	X	X	X	X	X
Relief	N	N	D	D	X	X	X
	(12)	(12)	(8)	(8)			

3. Relieving 12 hour employee on 36 hour workweek, night shift.

	S	M	T	W	T	F	S
Employee	X	X	V	V	V	X	X
Relief	X	X	N	N	N	D	X
			(12)	(12)	(12)	(4)	

4. Relieving 12 hour employee on 36 hour workweek, day shift.

	S	M	T	W	T	F	S
Employee	X	X	X	V	V	V	X
Relief	X	X	D	D	D	D	X
			(4)	(12)	(12)	(12)	

5. Relieving 12 hour employee on 48 hour workweek, day shift.

	S	M	T	W	T	F	S
Employee	X	X	V	V	V	V	X
Relief	X	X	D	D	D	D	X
			(12)	(12)	(12)	(12)	
							(4 hrs ST, 8 hrs OT)

6. Relieving 12 hour employee on 48 hour workweek, day shift.

	S	M	T	W	T	F	S
Employee	X	V	V	V	X	X	V
Relief	X	D	D	D	X	X	D
		(12)	(12)	(12)			(12)
							(4 hrs ST, 8 hrs OT)

Newark 12 hour Relief sched., cont., p2

7. Relieving 12 hour shift employee on 48 hour workweek, day and night shift.

	S	M	T	W	T	F	S
Employee	V	V	X	X	X	V	V
Relief	D (12)	D (12)	X	X	X	N (12)	N (12) (4 hrs ST, 8 hrs OT)

8. Relieving 12 hour employee for less than a full workweek, day shift.

	S	M	T	W	T	F	S
Employee	V	D	X	X	X	N	N
Relief	D (12)	D (8)	D (8)	D (8)	D (4)	X	X
Employee	X	D	D	D	X	X	V
Relief	X	X	D (8)	D (8)	D (8)	D (8)	D (12) (8 hours ST, 4 hours OT)
Employee	X	X	D	V	D	D	X
Relief	X	D (8)	D (8)	D (12)	D (8)	D (4)	X
Employee	X	X	X	D	D	V	X
Relief	X	D (4)	D (8)	D (8)	D (8)	D (12)	X

9. Relieving 12 hour employee for less than a full workweek, night shift.

	S	M	T	W	T	F	S
Employee	D	D	X	X	X	V	N
Relief	X	D (8)	D (8)	D (8)	D (4)	N (12)	X
Employee	D	D	X	X	X	N	V
Relief	X	X	D (8)	D (8)	D (8)	D (4)	D (12)
Employee	X	X	N	V	N	X	X
Relief	X	D (8)	D (4)	D (12)	D (8)	D (8)	X

In the above three examples the Relief Operators would be paid four hours OT for short change, having had only eight hours off between shifts.

Legend:

- X = DAYS OFF
- D = WORK DAY SHIFT (6 a.m. to 6 p.m.)
- N = WORK NIGHT SHIFT (6 p.m. to 6 a.m.)
- V = TIME OFF (i.e. vacation, sick leave, etc.)