

**Pacific Gas and Electric Company**215 Market Street  
San Francisco, CA 94106  
415/972-7000

March 2, 1990

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

Gentlemen:

Pursuant to Subsection 202.16(b) of the Physical Agreement, Company proposes to change the shift of all Auxiliary Operators and Assistant Control Operators at Potrero Power Plant during the upcoming overhaul of No. 3 Unit, No. 3-1 boiler scheduled to begin March 5, 1990.

This change in shift would require that all Auxiliary Operators and Assistant Control Operators be removed from their regular shift rotation and changed to a Monday through Friday schedule, with Saturdays and Sundays off during the overhaul, which is scheduled to begin on approximately March 5, 1990 and last approximately 12 weeks. Company proposes that affected employees will alternate weekly between the day (7:00am-3:00pm) and swing (3:00pm-11:00pm) shifts. There would be no graveyard (11:00pm-7:00am) shift for these classifications during this period except for the first and last 1-3 weeks of the overhaul.

Company will attempt to give employees as much lead time notification as possible prior to the change at the beginning of the overhaul and upon returning them to their regular rotating shifts.

The intent of this agreement is:

- o Increased flexibility in scheduling training for Auxiliary Operators and Assistant Control Operators.
- o Will allow more Operators to take vacation and holidays during this period.
- o Operators will be concentrated on the same work hours as maintenance personnel, increasing availability for Operators to respond quickly to clearance needs, etc.
- o More efficient use of operations employees during the overhaul.

Operators in the operator training program will be allowed a minimum of four hours per week to complete their required assignments as is granted to apprentices in the maintenance department. It is anticipated that some overtime will be required and Company will distribute this overtime in accordance with Titles 208 and 212.

This letter of agreement has been discussed with Ed Caruso, IBEW Business Representative.

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Brody  
Manager, 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

March 7, 1990

By Jack McKinley  
Business Manager

:nj