



LETTER AGREEMENT NO. R1-95-152-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
201 MISSION STREET, ROOM 1513A
MAIL CODE P15A
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(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

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

JACK MCNALLY, BUSINESS MANAGER

January 22, 1996

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:

Company proposes pursuant to Sections 202.16 and 205.19 that seven Assembly Sites be established and all Maintenance employees will report directly to their respective sites. This change is intended to capture efficiencies and increase productivity by having employees report directly to an assigned assembly site.

For purposes of this Letter Agreement "assembly site" will refer to the unit where employees will be required to report on a daily basis.

I. IMPLEMENTATION

This letter agreement will be implemented as follows:

1. Attached is a list of assembly site locations and staffing numbers.
2. Assembly site assignments will be made based on company seniority and classification.

II. TEMPORARY ASSIGNMENTS

1. Temporary assignments will be made in accordance with Tiltles 201 and 202 of the Agreement.

III. CHANGE IN ASSEMBLY SITES

1. The Joint Committee will review the need with the committee when reassignments are needed and jointly determine the method to reassign employees between assembly sites.

IV. COMMUTING(applicable to all day shift employees)

1. The Geysers' Commute Agreement (LA 86-19) will remain unaltered except as specified in this letter agreement.
2. When it becomes necessary, a company car pool may consist of 2 employees vs. 4, which is the amount established in the Geysers' Commute Agreement. Car pools will be made up based on the attached table.
3. Van Pools will require five employees and mini vans will be offered. If six or more employees are in the pool a full size will be available, otherwise the provisions of the commute agreement apply.
4. Employee/s may elect to receive an \$11 premium, which consists of the \$6 private car pool premium and \$5 commute allowance, and drive their own car.
5. Company-provided commute vehicles will be replaced at 80,000 miles.
6. Car Pool pick-up/drop-off points will be established and work vehicles, if available, may be used to get employee/s to assembly sites or worksites. If work vehicles are not available at the end of shift, employee/s will be transported back to pick/up drop off points from worksite.
7. Company will allot 2 vehicles dedicated to back-up to each assembly site, subject to review by the committee once the assignments have been made.
8. These sites will be established once assembly sites have been designated for employees.
9. Drop-off/pick-up points will be established based on security and steam supplier's approval.
10. The Company will review exposure, parking location, number of personal vehicles and provide necessary protection for personal vehicles (including but not limited to Company-provided car covers and covered parking.) Any claim for fall-out damage will be processed in accordance with Company procedures.
11. Initially, the parties agree to the items listed in this section, but will meet after assignments are made to further discuss issues related to the commute and back-up vehicles.

V. EXISTING LETTER AGREEMENTS

- 1. Existing letter agreements previously established for the Geothermal Region East/West Geysers will also remain intact, unless otherwise changed in this agreement.
- 2. There will be one list for the Geysers for Sections 208, 212 and vacation sign up but maybe modified by local agreement.

Company and Union will enter into this agreement on a 12-month trial basis. During the 12 months, Company/Union will monitor the process. Either party may cancel this letter agreement by giving 60 days' advance written notice.

The local joint committee consisting of both management and bargaining-unit employees and Business Representative met on several occasions to discuss the items listed above, in connection with a single headquarters with multiple assembly sites at the Geysers Power Plant.

The committee will remain standing for the duration of this letter agreement and attempt to resolve issues, as they arise. Either side of committee can call for a joint meeting to discuss the administration of this agreement.

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: 
Chief Negotiator

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

Feb 24, 1996

By: 
Business Manager

ASSEMBLY SITES

East Administration Building

Units 5 & 6

Units 7 & 8

Unit 13

Unit 17

Unit 18

Unit 20

Attachment 2

Table to Determine Number of Cars Assigned an Access Road

Employees Traveling up Access Road (not in private car pools)	Maximum Commute Vehicles Issued
1	0
2	1
3	1
4	1
5	1
6	2
7	2
8	2
9	2
10	3
11	3
12	3
13	3
14	4
15	4
16	4
17	4
18	5
19	5
20	5

Example:

Ten (10) employees come up Healdsburg road, 1 car issued for each group of 4 employees (8 emps = 2 cars) and additional car issued for remaining 2.