

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

February 23, 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 Sections 101.10 and 202.16 of the Physical Agreement, the Company proposes to amend the 12-hour rotating shift schedule agreement for Midway Substation (89-149) to include a jury duty section. The remainder of the agreement has not been changed. The pay factor for the Substation will be .9677419 based upon a six-week cycle.

**SHIFT SCHEDULE**

Attached as Exhibit 1 is the proposed shift schedule for the Midway operators. Twelve-hour shifts will be 0700 to 1900 and 1900 to 0700.

**RELIEF OPERATOR**

The Relief Operator will work a 40-hour week consisting of the following schedule unless he is relieving an absent employee:

3 12-hour workdays  
1 4-hour workday

The normal work week will begin on Monday with a 12-hour shift and end on Thursday with a 4-hour shift. Unless relieving an absent employee the 12-hour shift will commence at 0700 each day. The 4-hour shift starting time will normally be 0700 on Thursday but can be changed to either 1100 or 1500 for operational needs as long as the Relief Operator is notified by the end of the previous regular scheduled shift.

The Relief Operator may also be required to work a schedule of four 12-hour days when relieving an absent System Operator. On such occasions, the relief will be paid for 4 hours at the Exhibit X rate of pay and 8 hours at the overtime rate of pay.

The Relief Operator will be paid at the Exhibit X rate of pay for any hours up to 12 hours on a 12-hour scheduled workday and 4 hours on a 4-hour workday. This will result in the Relief Operator receiving the Exhibit X rate of pay for the 40-hour workweek.

The Relief Operator's holidays will be converted to vacation hours. The Relief Operator has selected the same holidays as the System Operators.

#### WAGES FOR SYSTEM OPERATORS

Exhibit 2 outlines the 1989 wage schedule and proposed 12-hour shift amendments for the Midway System Operators. The .9677419 pay factor is based upon a six-week pay cycle.

Eight hours of overtime in a 48-hour week will be referred to as 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 current hourly rate by a factor of .9677419.

#### HOLIDAYS

The six holidays which the employees elect to observe are as follows: Memorial Day, July 4th, Labor Day, Thanksgiving, Christmas, and New Year's Day.

#### VACATION

Vacations will be scheduled by Company seniority within the headquarters.

To keep consistency in operating, the Relief Operator shall be limited in taking his/her 4-hour workday off to a maximum of six times a year. The requested days will be allowed if operationally possible. These 4-hour periods of vacation will not be counted towards the five periods of vacation of less than one week during the year per 111.13(b)(3).

#### JURY DUTY

"If an employee is summoned to jury duty, such employee shall be rescheduled to the first 12 hour shift and the Relief Operator, if available, will be assigned to the absent employee's shift. If the Relief Operator is not available, due to relieving an absent employee, the operator on days off will assume the absent employee's shift. If the employee has to call in for jury duty on a daily basis and is not chosen and the Relief Operator is not available, the off duty operator will be called each day and paid a two-hour minimum until the employee is off jury duty, or if selected, the off duty employee will assume the absent employee's shift at the time and one-half rate. Employee on jury duty will be paid at the basic rate of pay. In the application of other provisions of this Agreement, such time off with pay for jury duty will be considered as time worked and if the jury duty extends into the second half of the employee's workday the employee shall be excused from reporting for work until the following workday, and in such event the employee shall be paid for the time between the expiration of the jury duty and the employee's regular quitting time on such day."

"In the application of the foregoing, an employee, due to operational needs, may be required to report to work at the end of the employee's jury duty."

OPERATOR-ON-CALL-SYSTEM

The System Operators agree to a voluntary "on-call" system, whereby an operator will be available each day of the week. This will provide a "third employee" each day if an additional operator is needed for emergency duty. The Company will provide each operator with their own pager to be used while "On-call." There will be no compensation for the "on-call" operator unless the operator actually works.

Either the Union or the Company reserves the right to cancel this agreement by giving fifteen (15) days written notice.

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 Richard B. Bradford /c/r  
Manager of Industrial Relations

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

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

March 15, 1990

By Jack McHenry  
Business Manager

:nj

EXHIBIT 1

PROPOSED MIDWAY SW CTR 12 HOUR SHIFT

JANUARY	H 2 3 4 5 6 7	8 9 10 11 12 13 14	15 16 17 18 19 20 21
	S M T W T F S	S M T W T F S	S M T W T F S
OPERATOR 1	X X X X N N N	N X X X D D X	X X X X N N N
OPERATOR 2	X N N N X X D	D D D X X X X	X N N N X X D
OPERATOR 3	D D D X X X X	X X X X N N N	N X X X D D X
OPERATOR 4	N X X X D D X	X N N N X X D	D D D X X X X
RELIEF	D	D	: D

JAN - FEB	22 23 24 25 26 27 28	29 30 31 1 2 3 4	5 6 7 8 9 10 11
	S M T W T F S	S M T W T F S	S M T W T F S
OPERATOR 1	N X X D D D X	X N N N X X D	D D D X X X X
OPERATOR 2	D D D X X X X	X X X X N N N	N X X X D D X
OPERATOR 3	X X X X N N N	N X X D D D X	X N N N X X D
OPERATOR 4	X N N N X X D	D D D X X X X	X X X X N N N
RELIEF			D

FEB - MAR	12 13 14 15 16 17 18	19 20 21 22 23 24 25	26 27 28 1 2 3 4
	S M T W T F S	S M T W T F S	S M T W T F S
OPERATOR 1	X X X X N N N	N X X X D D X	X X X X N N N
OPERATOR 2	X N N N X X D	D D D X X X X	X N N N X X D
OPERATOR 3	D D D X X X X	X X X X N N N	N X X X D D X
OPERATOR 4	N X X X D D X	X N N N X X D	D D D X X X X
RELIEF	D	D	D

MARCH	5 6 7 8 9 10 11	12 13 14 15 16 17 18	19 20 21 22 23 24 25
	S M T W T F S	S M T W T F S	S M T W T F S
OPERATOR 1	N X X D D D X	X N N N X X D	D D D X X X X
OPERATOR 2	D D D X X X X	X X X X N N N	N X X X D D X
OPERATOR 3	X X X X N N N	N X X D D D X	X N N N X X D
OPERATOR 4	X N N N X X D	D D D X X X X	X X X X N N N
RELIEF			D

H = NEW YEAR'S DAY

PROPOSED MIDWAY SW CTR 12 HOUR SHIFT

MAR - APR	26 S	27 M	28 T	29 W	30 T	31 F	1 S	2 S	3 M	4 T	5 W	6 T	7 F	8 S	9 S	10 M	11 T	12 W	13 T	14 F	15 S	
OPERATOR 1	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	N	N	N		
OPERATOR 2	X	N	N	N	X	X	D	D	D	X	X	X	X	X	X	N	N	N	X	X	D	
OPERATOR 3	D	D	D	X	X	X	X	X	X	X	N	N	N	N	N	X	X	X	D	D	X	
OPERATOR 4	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	X	X	X	X	X	
RELIEF				D							D							D				

APR - MAY	16 S	17 M	18 T	19 W	20 T	21 F	22 S	23 S	24 M	25 T	26 W	27 T	28 F	29 S	30 S	1 M	2 T	3 W	4 T	5 F	6 S	
OPERATOR 1	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	X	X	X	X	X	
OPERATOR 2	D	D	D	X	X	X	X	X	X	X	N	N	N	N	N	X	X	X	D	D	X	
OPERATOR 3	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D	
OPERATOR 4	X	N	N	N	X	X	D	D	D	X	X	X	X	X	X	X	X	X	N	N	N	
RELIEF																			D			

MAY	7 S	8 M	9 T	10 W	11 T	12 F	13 S	14 S	15 M	16 T	17 W	18 T	19 F	20 S	21 S	22 M	23 T	24 W	25 T	26 F	27 S	
OPERATOR 1	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	N	N	N		
OPERATOR 2	X	N	N	N	X	X	D	D	D	X	X	X	X	X	X	N	N	N	X	X	D	
OPERATOR 3	D	D	D	X	X	X	X	X	X	X	N	N	N	N	N	X	X	X	D	D	X	
OPERATOR 4	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	X	X	X	X	X	
RELIEF				D							D								D			

MAY - JUN	28 S	H M	30 T	31 W	1 T	2 F	3 S	4 S	5 M	6 T	7 W	8 T	9 F	10 S	11 S	12 M	13 T	14 W	15 T	16 F	17 S	
OPERATOR 1	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	X	X	X	X	X	
OPERATOR 2	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X	
OPERATOR 3	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D	
OPERATOR 4	X	N	N	N	X	X	D	D	D	X	X	X	X	X	X	X	X	X	N	N	N	
RELIEF																			D			

H = MEMORIAL DAY

PROPOSED MIDWAY SW CTR 12 HOUR SHIFT

JUN - JUL	18 19 20 21 22 23 24 S M T W T F S	25 26 27 28 29 30 1 S M T W T F S	2 3 H 5 6 7 8 S M T W T F S
OPERATOR 1	X X X X N N N	N X X X D D X	X X X X N N N
OPERATOR 2	X N N N X X D	D D D X X X X	X N N N X X D
OPERATOR 3	D D D X X X X	X X X X N N N	N X X X D D X
OPERATOR 4	N X X X D D X	X N N N X X D	D D D X X X X
RELIEF	D	D	D

JULY	9 10 11 12 13 14 15 S M T W T F S	16 17 18 19 20 21 22 S M T W T F S	23 24 25 26 27 28 29 S M T W T F S
OPERATOR 1	N X X D D D X	X N N N X X D	D D D X X X X
OPERATOR 2	D D D X X X X	X X X X N N N	N X X X D D X
OPERATOR 3	X X X X N N N	N X X D D D X	X N N N X X D
OPERATOR 4	X N N N X X D	D D D X X X X	X X X X N N N
RELIEF			D

JUL - AUG	30 31 1 2 3 4 5 S M T W T F S	6 7 8 9 10 11 12 S M T W T F S	13 14 15 16 17 18 19 S M T W T F S
OPERATOR 1	X X X X N N N	N X X X D D X	X X X X N N N
OPERATOR 2	X N N N X X D	D D D X X X X	X N N N X X D
OPERATOR 3	D D D X X X X	X X X X N N N	N X X X D D X
OPERATOR 4	N X X X D D X	X N N N X X D	D D D X X X X
RELIEF	D	D	D

AUG - SEP	20 21 22 23 24 25 26 S M T W T F S	27 28 29 30 31 1 2 S M T W T F S	3 4 5 6 7 8 9 S M T W T F S
OPERATOR 1	N X X D D D X	X N N N X X D	D D D X X X X
OPERATOR 2	D D D X X X X	X X X X N N N	N X X X D D X
OPERATOR 3	X X X X N N N	N X X D D D X	X N N N X X D
OPERATOR 4	X N N N X X D	D D D X X X X	X X X X N N N
RELIEF			D

H = INDEPENDENCE DAY (JULY 4)

PROPOSED MIDWAY SW CTR 12 HOUR SHIFT

SEPTEMBER	10 11 12 13 14 15 16 S M T W T F S	17 18 19 20 21 22 23 S M T W T F S	24 25 26 27 28 29 30 S M T W T F S
OPERATOR 1	X X X X N N N	N X X X D D X	X X X X N N N
OPERATOR 2	X N N N X X D	D D D X X X X	X N N N X X D
OPERATOR 3	D D D X X X X	X X X X N N N	N X X X D D X
OPERATOR 4	N X X X D D X	X N N N X X D	D D D X X X X
RELIEF	D	D	D

OCTOBER	1 2 3 4 5 6 7 S M T W T F S	8 9 10 11 12 13 14 S M T W T F S	15 16 17 18 19 20 21 S M T W T F S
OPERATOR 1	N X X D D D X	X N N N X X D	D D D X X X X
OPERATOR 2	D D D X X X X	X X X X N N N	N X X X D D X
OPERATOR 3	X X X X N N N	N X X D D D X	X N N N X X D
OPERATOR 4	X N N N X X D	D D D X X X X	X X X X N N N
RELIEF			D

OCT - NOV	29 30 31 1 2 3 4 S M T W T F S	5 6 7 8 9 10 11 S M T W T F S	12 13 14 15 16 17 18 S M T W T F S
OPERATOR 1	X X X X N N N	N X X X D D X	X X X X N N N
OPERATOR 2	X N N N X X D	D D D X X X X	X N N N X X D
OPERATOR 3	D D D X X X X	X X X X N N N	N X X X D D X
OPERATOR 4	N X X X D D X	X N N N X X D	D D D X X X X
RELIEF	D	D	D

NOV - DEC	19 20 21 22 H 24 25 S M T W T F S	26 27 28 29 30 1 2 S M T W T F S	3 4 5 6 7 8 9 S M T W T F S
OPERATOR 1	N X X D D D X	X N N N X X D	D D D X X X X
OPERATOR 2	D D D X X X X	X X X X N N N	N X X X D D X
OPERATOR 3	X X X X N N N	N X X D D D X	X N N N X X D
OPERATOR 4	X N N N X X D	D D D X X X X	X X X X N N N
RELIEF			D

H = THANKSGIVING DAY

PROPOSED MIDWAY SW CTR 12 HOUR SHIFT

DECEMBER	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
OPERATOR 1	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	N	N	N	N	N
OPERATOR 2	X	N	N	N	X	X	D	D	D	X	X	X	X	X	X	N	N	N	X	X	D	D
OPERATOR 3	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X
OPERATOR 4	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	X	X	X	X	X	X
RELIEF				D						D								D				

H = CHRISTMAS



EXHIBIT 2

1990 WAGE SCHEDULE

	<u>EXHIBIT "X"</u>			
	EXHIBIT X 40 HOUR REF. RATE	MODIFIED 12 HOUR SHIFT RATE	MODIFIED 36 HOUR WEEK PAY	MODIFIED 48 HOUR WEEK PAY
START	835.25	808.31	727.48	1050.80
SYSTEM OPR 1 END 6 MOS	847.15	819.82	737.84	1065.77

