

## PACIFIC GAS AND ELECTRIC COMPANY

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

February 18, 1987

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 Section 202.16 of the Physical Agreement, Company proposes to establish a 12-hour rotating shift schedule for Operations employees at West Geysers Power Plant for a minimum test period of one year beginning on April 5, 1987. This specific agreement will be in accordance with the generic Twelve-Hour Shift Agreement (R2-86-89-PGE) with the exception of the areas noted below:

1. INITIAL ESTABLISHMENT OF SHIFTS

A joint Company-Union presentation will be made to affected employees prior to conducting an employee vote.

2. SHIFT SCHEDULE

A copy of the revised shift schedule is included as Attachment 1. There will be no Relief Shift Employees utilized.

3. WAGES

- (a) Existing relief classifications will be integrated into the 12-hour schedule eliminating the relief classification. A payroll change tag shall be submitted for all affected employees indicating this is a temporary assignment. In the event the eight-hour shift is re-established, employees would return to their permanent classifications and relief status.
- (b) Company reserves the right to send employees home four hours early during any 48-hour week worked if operating conditions permit. Overtime reduction will be equally distributed among all employees assigned to a specific watch schedule on a yearly basis. Employees who are sent home early during a workday on their 48 hour workweek and later take 6 hours or more of personal business with permission and without pay that week will be paid for the four hours they were sent home early.

- (c) In a 48-hour workweek employees will receive four hours overtime pay and up to eight hours' overtime pay at the time-and-one half rate as described below.
- (d) Four 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 will be determined by multiplying the current hourly rate by a factor of .97561, which is determined by dividing 80 hours, the number of compensable hours in a current two-week cycle, by 82 hours [36 + 40 + (4 x 1.5)], the number of hours of compensation an employee will receive for 80 hours worked in the new schedule. The other four hours of overtime in a 48-hour week will be considered Code 1 overtime and paid at time and one half the wage rate listed in Exhibit X. All paid time off in the 48-hour week will not reduce the Code X overtime entitlement.
- (e) All hours in excess of 36 hours in the 36-hour week and 44 hours in the 48-hour week will be considered Code 1 overtime as listed in Exhibit X.
- (f) Revised wage rates for each classification are included as Attachment 2.
- (g) An example of the current and revised pay practice is shown below.

o Two-Week Pay Period with Eight-Hour Shifts

Sr. Control Operator working 84 hours in two weeks:

Two Weeks' Pay

$$\begin{aligned} &= (\text{S.C.O. Weekly Rate}) (2 \text{ weeks}) + (\text{S.C.O. Weekly Rate} \div \\ &\quad 40 \text{ hrs}) (4 \text{ hrs}) (1.5 \text{ OT rate}) \\ &= (770.00) (2) + (770.00 \div 40) (6) = \$1655.50 \end{aligned}$$

o Two-Week Pay Period with 12-Hour Shifts

Sr. Control Operator working 84 hours in two weeks:

Two Weeks' Pay

$$\begin{aligned} &= (\text{Revised S.C.O. Weekly Rate} \div 40 \text{ hrs}) (36 \text{ hrs}) + \\ &\quad (\text{Revised S.C.O. Weekly Rate} \div 40 \text{ hrs}) (46 \text{ hrs}) + \\ &\quad (\text{Original S.C.O. Weekly Rate} \div 40 \text{ hrs}) (6 \text{ hrs}) \\ &= (751.22 \div 40) (36) + (751.22 \div 40) (46) + (770.00 \div 40) (6) = \\ &\quad \$1655.50 \end{aligned}$$

4. UPGRADES

The test period will require the temporary upgrading of various classifications within the plant(s) to provide an appropriate shift make-up.

5. SHIFT PREMIUM

To facilitate easy record keeping, employees who begin their day or night shift on Sunday will receive the Sunday Shift premium for twelve hours.

6. VACATIONS

Vacations will normally be scheduled by consecutive work days. Forty-four hours of vacation will be charged when scheduling 4 consecutive vacation days in a 48-hour workweek.

7. PAID TIME OFF

Paid time off in daily increments shall normally be charged on the 12-hour basis. However, on the fourth scheduled day in a 48-hour workweek an employee shall be charged 8 hours unless they have already been paid 8 hours on another day in that workweek.

8. SCHOOLS

Employees attending 40-hour schools will receive 40 hours pay if they were normally scheduled to work a 36-hour workweek or 44 hours pay if they were normally scheduled to work a 48-hour workweek during the week they attended school. The hourly rate of pay for the 40-hour week will be based on the total number of hours worked in the two week pay period.

This agreement will continue in force until such time either party gives the other 60 days' notice of cancellation.

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 attachments and it agrees thereto as of the date hereof.

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

Feb 23, 1986

By Jack McHenry  
Business Manager

TWELVE HOUR SHIFT SCHEDULE

- o Two Shifts/day (0700 - 1900 and 1900 - 0700)
- o Rotating Shifts
- o Sunday - Saturday Schedule
- o 4 Week Cycle

Two 48 Hour Workweeks (Four 12-Hour Days)  
Two 36 Hour Workweeks (Three 12-Hour Days)

	<u>Su</u>	<u>M</u>	<u>Tu</u>	<u>W</u>	<u>Th</u>	<u>F</u>	<u>Sa</u>	
Week 1	o	o	o	o	N	N	N	36 hrs
Week 2	N	o	o	o	D	D	D	48 hrs
Week 3	o	N	N	N	o	o	o	36 hrs
Week 4	D	D	D	D	o	o	o	<u>48 hrs</u>
								168 hrs

o = off  
D = day shift  
N = night shift

SAR:gf  
(1/12/87)

Attachment 1

**SILAM GENERATION DEPARTMENT  
12 HOUR SHIFT WAGE SCALE**

CODE	CLASSIFICATION	PROGRESSION	$\frac{a.}{(\frac{c}{40})}$	$\frac{b.}{(\frac{d}{40})}$	$\frac{c.}{(Exhibit X)}$	$\frac{d.}{(c)(.97561)}$	$\frac{e.}{(\frac{d}{40})(35)}$	$\frac{f.}{(\frac{d}{40})(45)+(\frac{c}{40})(6)}$	$\frac{g.}{2c+(\frac{c}{40})(6)}$	$\frac{h.}{(e+f)}$
			CURRENT HOURLY RATE (Code 1)	12 HOUR SHIFT HOURLY RATE (Code x)	CURRENT 40 HR WEEK PAY	40 HR WEEK PAY WITH 12 HR RATE	PROPOSED 35 HR WEEK PAY	PROPOSED 48 HR WEEK PAY	CURRENT PAY FOR 84 HRS IN 2 WEEKS	PROPOSED PAY FOR 84 HRS IN 2 WEEKS
1560	Auxiliary Operator	Start *	12.26	11.96	490.50	478.54	430.69	623.90	1054.58	1054.59
		End 6 mos. *	12.94	12.63	517.70	505.07	454.56	658.49	1113.06	1113.05
		Start **	13.07	12.75	522.70	509.95	458.96	664.85	1123.81	1123.81
		End 6 mos. **	13.35	13.03	534.15	521.12	469.01	679.41	1148.42	1148.42
		End 1 yr.	13.87	13.54	554.95	541.41	487.27	705.86	1193.14	1193.13
		End 18 mos.	14.36	14.01	574.55	560.54	504.49	730.80	1235.28	1235.29
		End 2 yrs.	14.82	14.45	592.60	578.15	520.34	753.76	1274.09	1274.10
		End 30 mos.	15.34	14.96	613.40	598.44	538.60	780.22	1318.81	1318.82
1580	Sr. Control Oper		19.25	18.78	770.00	751.22	676.10	979.40	1655.50	1655.50
1585	Control Operator	Start	17.73	17.30	709.35	692.05	622.85	902.26	1525.10	1525.11
		End 6 mos.	18.69	18.23	747.50	729.27	656.34	950.79	1607.13	1607.13
1589	Asst Control Oper	Start	16.80	16.39	671.95	655.56	590.00	854.69	1444.69	1444.69
		End 6 mos.	17.23	16.81	689.35	672.54	605.29	876.82	1482.10	1482.11
1716	Power Plant Oper	Start	18.18	17.74	727.35	709.61	638.64	925.15	1563.80	1563.79
		End 6 mos.	18.56	18.10	742.20	724.10	651.69	944.05	1595.73	1595.74
1718	Asst Pwr Plt Oper	Start *	12.26	11.96	490.50	478.54	430.69	623.90	1054.58	1054.59
		End 6 mos. *	12.94	12.63	517.70	505.07	454.56	658.49	1113.06	1113.05
		Start **	13.07	12.75	522.70	509.95	458.96	664.85	1123.81	1123.81
		End 6 mos. **	13.35	13.03	534.15	521.12	469.01	679.41	1148.42	1148.42
		End 1 yr.	13.87	13.54	554.95	541.41	487.27	705.86	1193.14	1193.13
		End 18 mos.	14.36	14.01	574.55	560.54	504.49	730.80	1235.28	1235.29
		End 2 yrs.	14.82	14.45	592.60	578.15	520.34	753.76	1274.09	1274.10
		End 30 mos.	15.34	14.96	613.40	598.44	538.60	780.22	1318.81	1318.82
1725	Sr. Pwr Plt Oper	End 3 yrs.	15.98	15.59	639.05	623.46	561.11	812.84	1373.96	1373.95
		End 42 mos.	16.80	16.39	671.95	655.56	590.00	854.69	1444.69	1444.69
			19.49	19.01	779.40	760.39	684.35	991.36	1675.71	1675.71

\* Hired 1/1/83 and after  
\*\* Hired 12/31/82 and before

(1/12/87)

Attachment 2

PG&E

# INDIVIDUAL WATCH & DAY OFF SCHEDULE 1987

SCHEDULE NO. 1987

NAME \_\_\_\_\_ STATION \_\_\_\_\_

WORK WEEK Sun Sat York Week

OCCUPATION 12 Hour Shift Schedule

STARTING 1986

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	A	B	C	D
JAN	JAN 21	JAN 22	JAN 23	JAN 24	JAN 25	JAN 26	JAN 27	JAN 28	JAN 29	JAN 30	JAN 31	FEB 1	FEB 2	FEB 3	FEB 4	X			D
FEB	FEB 5	FEB 6	FEB 7	FEB 8	FEB 9	FEB 10	FEB 11	FEB 12	FEB 13	FEB 14	FEB 15	FEB 16	FEB 17	FEB 18	FEB 19	X			
MAR	MAR 20	MAR 21	MAR 22	MAR 23	MAR 24	MAR 25	MAR 26	MAR 27	MAR 28	MAR 29	MAR 30	MAR 31	APR 1	APR 2	APR 3				
APR	APR 4	APR 5	APR 6	APR 7	APR 8	APR 9	APR 10	APR 11	APR 12	APR 13	APR 14	APR 15	APR 16	APR 17	APR 18				
MAY	MAY 19	MAY 20	MAY 21	MAY 22	MAY 23	MAY 24	MAY 25	MAY 26	MAY 27	MAY 28	MAY 29	MAY 30	MAY 31	JUN 1	JUN 2				
JUN	JUN 3	JUN 4	JUN 5	JUN 6	JUN 7	JUN 8	JUN 9	JUN 10	JUN 11	JUN 12	JUN 13	JUN 14	JUN 15	JUN 16	JUN 17				
JUL	JUL 18	JUL 19	JUL 20	JUL 21	JUL 22	JUL 23	JUL 24	JUL 25	JUL 26	JUL 27	JUL 28	JUL 29	JUL 30	JUL 31	AUG 1				
AUG	AUG 2	AUG 3	AUG 4	AUG 5	AUG 6	AUG 7	AUG 8	AUG 9	AUG 10	AUG 11	AUG 12	AUG 13	AUG 14	AUG 15	AUG 16				
SEP	SEP 17	SEP 18	SEP 19	SEP 20	SEP 21	SEP 22	SEP 23	SEP 24	SEP 25	SEP 26	SEP 27	SEP 28	SEP 29	SEP 30	OCT 1				
OCT	OCT 2	OCT 3	OCT 4	OCT 5	OCT 6	OCT 7	OCT 8	OCT 9	OCT 10	OCT 11	OCT 12	OCT 13	OCT 14	OCT 15	OCT 16				
NOV	NOV 17	NOV 18	NOV 19	NOV 20	NOV 21	NOV 22	NOV 23	NOV 24	NOV 25	NOV 26	NOV 27	NOV 28	NOV 29	NOV 30	DEC 1				
DEC	DEC 2	DEC 3	DEC 4	DEC 5	DEC 6	DEC 7	DEC 8	DEC 9	DEC 10	DEC 11	DEC 12	DEC 13	DEC 14	DEC 15	DEC 16				
JAN 1987	JAN 17	JAN 18	JAN 19	JAN 20	JAN 21	JAN 22	JAN 23	JAN 24	JAN 25	JAN 26	JAN 27	JAN 28	JAN 29	JAN 30	JAN 31	X			
FEB 1987	FEB 1	FEB 2	FEB 3	FEB 4	FEB 5	FEB 6	FEB 7	FEB 8	FEB 9	FEB 10	FEB 11	FEB 12	FEB 13	FEB 14	FEB 15				
MAR 1987	MAR 1	MAR 2	MAR 3	MAR 4	MAR 5	MAR 6	MAR 7	MAR 8	MAR 9	MAR 10	MAR 11	MAR 12	MAR 13	MAR 14	MAR 15				
APR 1987	APR 1	APR 2	APR 3	APR 4	APR 5	APR 6	APR 7	APR 8	APR 9	APR 10	APR 11	APR 12	APR 13	APR 14	APR 15				
MAY 1987	MAY 1	MAY 2	MAY 3	MAY 4	MAY 5	MAY 6	MAY 7	MAY 8	MAY 9	MAY 10	MAY 11	MAY 12	MAY 13	MAY 14	MAY 15				
JUN 1987	JUN 1	JUN 2	JUN 3	JUN 4	JUN 5	JUN 6	JUN 7	JUN 8	JUN 9	JUN 10	JUN 11	JUN 12	JUN 13	JUN 14	JUN 15				
JUL 1987	JUL 1	JUL 2	JUL 3	JUL 4	JUL 5	JUL 6	JUL 7	JUL 8	JUL 9	JUL 10	JUL 11	JUL 12	JUL 13	JUL 14	JUL 15				
AUG 1987	AUG 1	AUG 2	AUG 3	AUG 4	AUG 5	AUG 6	AUG 7	AUG 8	AUG 9	AUG 10	AUG 11	AUG 12	AUG 13	AUG 14	AUG 15				
SEP 1987	SEP 1	SEP 2	SEP 3	SEP 4	SEP 5	SEP 6	SEP 7	SEP 8	SEP 9	SEP 10	SEP 11	SEP 12	SEP 13	SEP 14	SEP 15				
OCT 1987	OCT 1	OCT 2	OCT 3	OCT 4	OCT 5	OCT 6	OCT 7	OCT 8	OCT 9	OCT 10	OCT 11	OCT 12	OCT 13	OCT 14	OCT 15				
NOV 1987	NOV 1	NOV 2	NOV 3	NOV 4	NOV 5	NOV 6	NOV 7	NOV 8	NOV 9	NOV 10	NOV 11	NOV 12	NOV 13	NOV 14	NOV 15				
DEC 1987	DEC 1	DEC 2	DEC 3	DEC 4	DEC 5	DEC 6	DEC 7	DEC 8	DEC 9	DEC 10	DEC 11	DEC 12	DEC 13	DEC 14	DEC 15				
JAN 1988	JAN 1	JAN 2	JAN 3	JAN 4	JAN 5	JAN 6	JAN 7	JAN 8	JAN 9	JAN 10	JAN 11	JAN 12	JAN 13	JAN 14	JAN 15				

SUPERVISOR'S COMMENTS:

X = Day OFF D = DAYS N = NIGHTS

Shift Starts On Day Indicated

POWER OPERATOR (1000)