

PACIFIC GAS AND ELECTRIC COMPANY

245 MARKET STREET · SAN FRANCISCO, CALIFORNIA 94106 · TELEPHONE 781-4211

April 27, 1967

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
1918 Grove Street
Oakland, California 94612

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

As a result of the recent settlement, Company has reclassified certain employees in the Operating Group of the East Bay Gas Department. The employees involved are Mr. J. F. O'Shea, who was reclassified from Watch Engineer to Relief Watch Engineer; and Mr. L. J. Birch, who was reclassified from Relief Watch Engineer/Pressure Operator to Watch Engineer.

As you are no doubt aware, the operating complement at the Oakland Gas Plant varies according to the season of the year. In the summer a full complement of Pressure Operators is needed. In the winter a full complement of Watch Engineers, Pressure Operators, and Firemen is needed. The attached list shows the incumbent employees on both schedules. Over the past 10 years, Company has been slowly reducing the number of employees regularly classified as Watch Engineer and will continue to reduce this number by normal attrition. You will note that Mr. V. S. Derrick will retire July 1, 1967. During this same period we have been reducing the number of Compressor Engineers at the Oakland Holder Station. With the retirement of Mr. J. M. Courtney (Pressure Operator) and the resulting promotion to provide his replacement, the Compressor Engineer classification at the Oakland Gas Plant will be discontinued.

In the future, Company expects to man its winter schedule by temporarily upgrading Pressure Operators to provide the required number of Watch Engineers and by upgrading the Compressor Engineers or Helpers from Oakland Holder Station or 50th Avenue Holder Station to fill the resulting Pressure Operator vacancies and to continue to upgrade Shift Helpers, Maintenance Helpers, and possibly others, to fill the resulting vacancies and the four Fireman positions.

With respect to relief: Mr. O'Shea provides 21st shift relief (day-off relief) during the summer for the Pressure Operator classification and the Compressor Engineer classification at the Point Richmond Holder. During the winter, he provides the same relief for the Watch Engineer classification, the Pressure Operator classification, the Fireman classification, and the Compressor Engineer classification at the Point Richmond Holder. Vacations are scheduled during the summer and as many as three employees at a time have been permitted to take vacations. This arrangement has been premised on the ability of the Watch Engineers, who are of course receiving more than \$3.00 a week above the Pressure Operator rate, to be rescheduled to provide vacation relief for Pressure Operators at the Oakland Holder Station. Contrary to

the understanding contained in the recent settlement, Company proposes to continue with this arrangement as long as Watch Engineers are available for such assignments. Other relief assignments, such as sick leave, personal time off, etc., will be handled on the same basis as such assignments in the Steam Generation Department.

The summer schedule runs from approximately April 15 to October 15, the winter schedule being the remainder of the year. The dates listed may vary from year to year, depending on the weather, and will correspond in any case to a break in the workweek.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *[Signature]*
Manager of 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

July 28, 1967

By *[Signature]*
Business Manager

<u>Location and Classification</u>	<u>SUMMER SCHEDULE</u>	<u>WINTER SCHEDULE</u>
	<u>Regular Occupants</u>	<u>Regular and (Temporary) Occupants</u>
<u>OAKLAND GAS PLANT</u>		
Relief Watch Engineer	J. F. O'Shea	J. F. O'Shea
Watch Engineer	No shifts required. V. S. Derrick* J. J. Healy L. J. Birch	21 shifts required. V. S. Derrick* J. J. Healy L. J. Birch (R. T. Houchins)
Pressure Operator	21 shifts required. J. M. Courtney* R. T. Houchins F. F. Shafer N. F. Speakman	21 shifts required. J. M. Courtney* (F. D. Wiltshire) F. F. Shafer N. F. Speakman
Compressor Engineer	No shifts required. F. D. Wiltshire	No shifts required. None
Fireman (Temp.)	No shifts required. None	21 shifts required. 4 employees temporarily upgraded from Shift Helper and Maintenance Helper.
<u>50th AVENUE HOLDER STATION</u>		
Compressor Engineer	5 shifts assigned, but not relieved all year. N. L. Anthony	N. L. Anthony
<u>PT. RICHMOND HOLDER STATION</u>		
Compressor Engineer	21 shifts required and relieved all year. M. J. Thurman R. F. Johnston G. H. Mills M. D. Sebring	M. J. Thurman R. F. Johnston G. H. Mills M. D. Sebring

*Normal retirement date is July 1, 1967.