

PACIFIC GAS AND ELECTRIC COMPANY

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

September 10, 1985

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Titles 201, 202, 208 and 212 of the Physical Agreement, Company proposes to adopt the attached provisions for Regional employees involved in the Southwest Bakersfield Project. It is our understanding that these provisions have been agreed to by the Union Business Representatives serving the Bakersfield area.

If you are in accord with the foregoing and the attachment 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 *John Bonbright*
Manager of Industrial Relations

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

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

Oct 21, 1985

By *Jack McNally*
Business Manager

SOUTHWEST BAKERSFIELD PROJECT

Assignments to the project will be for a minimum period of two months except for extenuating circumstances.

Employees will notify their supervisors at least five (5) days prior to the expiration of the two month assignment whether they want to continue another two months on the project or return to their regular headquarters.

Title 201

Expenses

1. The Company will make arrangements for lodging. These expenses will be paid by Company on local orders. Company will not pay for room service, telephone calls, or other expenses above cost of room.
2. Company transportation should normally be used when travelling to and from Bakersfield.

Company will provide local "company business" transportation for project employees.

3. Each employee assigned to the project shall be allowed a reasonable sum for meals, laundry, telephone calls, and other miscellaneous expense while at the temporary headquarters. This sum figure is based on a survey made in January of each year for Traveling Steam Maintenance crews, excluding San Francisco. (1985 amount is \$29.00 per day.)

Title 202

Hours

1. Regular hours of work for the duration of the project will be 7:00 a.m. to 11:00 a.m. and 11:30 a.m. to 3:30 p.m.
2. If volunteers are available, an 8 p.m. to 4 a.m. schedule will be established for three or four employees. Volunteers would work a minimum of one month on this schedule. The appropriate shift premium would apply.

Title 208

Overtime

1. Pre-arranged overtime
 - (a) Accumulation will start from zero for all employees starting the project.
 - (b) Employees coming onto project will be credited with mean average hours on that date.
 - (c) Overtime will be closely monitored and will be distributed as equally as practicable.

Title 212
Emergency Overtime

1. There will be a separate 212 Weekly sign up list for emergency call outs for employees working and assigned to the project and treated as a separate headquarters.
2. These employees will only be called for emergency call outs that occur in the well-defined area of the project.
3. All project employees starting the project will begin with zero hours accumulation. Employees who come to the project at a later date will be given the accumulated mean average hours.
4. The sequence for emergency call outs will be:
 - (a) employees signed on project 212 list for week;
 - (b) other employees on the project, but not on weekly list;
 - (c) employees on Bakersfield 212 weekly list; and
 - (d) other Bakersfield employees.

For emergencies in the Bakersfield area, if sufficient employees from the Bakersfield headquarters were not available from the 212 weekly list or others not on the weekly list, supervisors could go to project 212 weekly list and then other project employees if needed.