

## PACIFIC GAS AND ELECTRIC COMPANY

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

June 3, 1986

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:

This proposed Letter Agreement pertains to the Chemistry and Radiation Department shift schedule as it relates to scheduling requalification training for back shift technicians. This Letter Agreement cancels proposed addendum to the Chemistry and Radiation Agreement (86-13-PGE) dated May 14, 1986.

The approved practice for rescheduling these employees for training involves transferring them to day shift for a week to accomplish the required training. While this practice may serve many employees, it has been a source of frustration for those who are attending local university courses during the day. Moving these individuals to 0800-1600 shift for a week each quarter interferes with educational opportunities which are a strong attraction to the shift schedule. These employees seem more satisfied with the previous practice of altering their shift hours by only the amount of time necessary for them to attend the required training.

In order to resolve these difficulties, we propose the following:

1. Normally, Chemistry & Radiation Protection Technicians will be reassigned to day shift during their quarterly retraining period. If necessary, their positions will be filled by Relief Technicians during this reassignment.
2. If a Technician requests an alternate schedule on the basis of urgent and substantial personal reasons (i.e., interference with university classes), Chemistry & Radiation Protection management will evaluate the possibility of altering the employee's regular schedule by the amount of hours necessary for the quarterly retraining classes only (i.e., 0400-1200 for mid shift, 1200-2000

for swing shift). If the employee and supervisor agree on a schedule alternation to attend quarterly retraining, it will be understood that the eight-hour work period from this altered schedule will be paid at the straight-time rate of pay.

If you are in accord with the foregoing and 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 *W. P. Oubright*  
Manager of Industrial Relations

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

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

*June 12*, 1986

By *Jack McHenry*  
Business Manager