

PACIFIC GAS AND ELECTRIC COMPANY

PGE +

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

October 8, 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 Pressure Operators at the Fresno Gas Load Center for a minimum test period of 6 months. This specific agreement will be in accordance with the generic 12-hour shift agreement (R2-86-89-PGE) with the exception of the areas noted below. The pay factor for the Fresno Gas Load Center will be .967742 based upon a six-week cycle.

SHIFT SCHEDULE

Attached as Exhibit 1 is the proposed shift schedule for the Fresno Gas Load Center. The shift schedule also outlines the starting time for each shift.

RELIEF EMPLOYEES

Relief employee(s) will be utilized within the 12-hour shift schedule, only when relieving for Pressure Operators on shift. When not relieving they will work 8 a.m. to 4 p.m.

WAGES

Exhibit 2 outlines the wage schedule for the Pressure Operators and Relief Pressure Operator(s) at the Fresno Gas Load Center. The pay factor for Fresno is .967742 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 .96772. All paid time off in a 48-hour week will not reduce the overtime entitlement.

All hours in excess of 36 hours in a 36-hour week and 48 hours in a 48-hour week will be considered code "1" overtime and will be paid at time-and-one-half the wage rate listed in Exhibit X.

HOLIDAYS

The six holidays which the employees elected to observe are as follows: Memorial Day, July 4th, Thanksgiving, day after Thanksgiving, Christmas, and New Years.

This agreement will continue in force during the six month test period or until such time either party gives the other 30 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: *Alton Bright*
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

10-2, 1987

By: *Jack McKinley*
Business Manager

FRESNO GAS LOAD CENTER
 12 HOUR SHIFT WAGE SCALE

1987

CODE	CLASSIFICATION	PROGRESSION	40 HR. REFER. RATE	12 HR. SHIFT RATE	36 HR. WEEK PAY	48 HR. WEEK PAY
1720	Pressure Operator	Start	680.35	658.40	592.56	855.93
		End 6 mos.	709.35	686.47	617.82	892.41

1987

CODE	CLASSIFICATION	PROGRESSION	40 HR. REFER. RATE	12 HR. SHIFT RATE	36 HR. WEEK PAY	48 HR. WEEK PAY
1720	Relief Operator	Start	697.19	674.72	607.25	877.07
		End of 6 mos.	726.19	702.76	632.48	913.61

SCHEDULE CHANGE BEGINNING OCTOBER 4, 1987

	SEP				OCT																									
	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24		
	S	M	T	W	T	T	S	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
CARTWRIGHT	F	F	F	X	X	T	T	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	X	X	N	N	N	
DARNELL	X	X	S	S	S	S	S	X	N	N	N	X	X	D	D	D	X	X	X	X	X	X	N	N	N	X	X	D		
DIENER	S	S	X	F	F	F	F	D	D	D	X	X	X	X	X	X	X	N	N	N	N	N	X	X	X	D	D	X		
STEVENS	T	T	T	T	T	X	X	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X		
ARNOLD												D															D			
MITCHELL																														
=====																														
	OCT							NOV																						
	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S		
CARTWRIGHT	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X								
DARNELL	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X									
DIENER	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D									
STEVENS	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	X	X	X	N	N	N									
ARNOLD																														
MITCHELL																														

X = DAYS OFF

N = NIGHT SHIFT 7:00 p.m. to 7:00 a.m.

D = DAY SHIFT 7:00 a.m. to 7:00 p.m.

	NOV														DEC						
	15	16	17	18	19	20	21	22	23	24	25	26	27	28	28	30	1	2	3	4	5
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CARTWRIGHT	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	X	N	N	N
DARNELL	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	N	N	N	X	X	D
DIENER	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
STEVENS	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
ARNOLD				D															D		
MITCHELL											D										

	DEC														DEC						
	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	23	25	26
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CARTWRIGHT	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
DARNELL	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
DIENER	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D
STEVENS	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	X	X	X	N	N	N
ARNOLD																					
MITCHELL																				D	

	DEC							JAN													
	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CARTWRIGHT	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	X	N	N	N
DARNELL	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	N	N	N	X	X	D
DIENER	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
STEVENS	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
ARNOLD				D														D			
MITCHELL											D										

	JAN														FEB						
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CARTWRIGHT	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
DARNELL	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
DIENER	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D
STEVENS	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	X	X	X	N	N	N
ARNOLD																					
MITCHELL																			D		

	MAR							APR						
	20	21	22	23	24	25	26	27	28	29	30	31	1	2
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CARTWRIGHT	X	X	X	X	N	N	N	N	X	X	X	D	D	X
DARNELL	X	N	N	N	X	X	D	D	D	D	X	X	X	X
DIENER	D	D	D	X	X	X	X	X	X	X	X	N	N	N
STEVENS	N	X	X	X	D	D	X	X	N	N	N	X	X	D
ARNOLD				D										
MITCHELL											D			