

PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

November 24, 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 Subsection 202.16(b) of the Physical Agreement, Company proposes to establish a 12-hour rotating shift schedule for the Mission Division Switching Center, Hayward. The affected classifications include six System Operators, one Operator-in-Training (O.I.T.), and two Relief Operators. The proposal is for a trial period of six months, beginning January 4, 1988. This agreement shall comply with the generic 12-hour shift agreement (Letter Agreement 86-89-PGE) except as follows.

SHIFT SCHEDULE

Attached as Exhibit I is the proposed schedule for the System Operators. Also attached is Exhibit II, which is the proposed schedule for the Relief Operator. Exhibit III is the proposed schedule for the OIT.

WAGES

Exhibit 2 describes the wage schedule for System Operators at the Hayward Switching Center. The pay conversion factor for this schedule is .952381 based on a six-week pay cycle of 240 total hours.

Eight hours of overtime in a 48-hour week will be considered 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 conversion factor times the current hourly rate.

All hours worked exceeding 24 hours in a 24-hour week, 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 of the Agreement.

The Relief Operator and the OIT will work a regular 40-hour workweek and will be paid according to the normal practice.

SCHOOLS

Employees attending 40-hour schools will receive their normally scheduled workweek pay, either 24, 36, or 48 hours.

RELIEF OPERATORS

Because the existing schedule requires six employees on a rotating shift, one of the two Relief Operators will be reclassified to a System Operator. This will last for the duration of the trial period and will be readdressed at the end of the trial period.

HOLIDAYS

The Operators have decided on the following fixed holidays:

- New Years Day
- Memorial Day
- Independence Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas

OTHER

This schedule shall remain in effect for six months unless either party gives the other 60 days' notice of cancellation. Before the end of the test period, Company and Union shall meet to determine whether to make the 12-hour schedule permanent, including whatever changes the parties may agree to as a result of the test.

Operators-in-Training will generally remain on their current eight-hour schedule. Should training require, the Company may place them on the 12-hour shift schedule. Such change shall be implemented with at least one week's notice, and no overtime will be incurred as a result of the change. However, such placements will be for an entire six-week schedule.

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This proposal has been discussed with the employees involved and Corb Wheeler, Union Business Representative.

If you are in accord with the foregoing and the exhibits 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 Richard B. Bradford
Manager of Industrial Relations

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

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

Dec 31, 1987

By Joe Wheeler
Business Manager

HAYWARD DISPATCH TWELVE HOUR SHIFT WAGE SCHEDULE

Existing Schedule and Wages:

Twelve Hour schedule and Wages

Week	Hrs Wkd	S/T Pay Eqv.	Week	Hrs Wkd	S/T Pay Eqv.
1	40	40	1	36	36
2	40	40	2	48	52 (40 + 8 @ 1.5)
3	40	40	3	48	52
4	40	40	4	24	24
5	40	40	5	48	48
6	40	40	6	36	36

Total hrs in S/T pay: 240

Total hrs in S/T pay: 252

The adjusted hourly rate is determined by dividing 240, the number of compensable hours in a current 6 week cycle, by 252, the number of hours of compensation in the new schedule, multiplied by the current hourly rate:

System Operator II weekly rate from Exhibit X: \$752.50
 System Operator I hourly rate: \$752.50/40 = \$18.805
 $240 / 252 = .952381$ (Conversion factor)
 $.952381 \times \$18.805 = \17.9095 (12 hr shift hourly rate)

Therefore, pay is determined by multiplying all scheduled work hours, including time and one-half (overtime) for hours exceeding 40 in the 48 hour week, by the 12 hour shift hourly rate:

$240 \times \$18.805 = \4513.20
 $252 \times \$17.9095 = \4513.20

Therefore, the Hayward Dispatch Wage Schedule is as follows:

CODE	CLASS	PROG	40 HR REFER RATE	12 HR SHIFT RATE	24 HR WEEK PAY	36 HR WEEK PAY	48 HR WEEK PAY	6 WK CYCLE PAY [24 + (2 X 36) + (3 X 48)]
1805	Sys Op II	Strt	747.50	711.90	427.14	640.71	925.48	4485.00
		6 mo	752.20	716.38	429.83	644.74	931.30	4513.20
1554	OIT 883	Strt	490.45	467.10	280.26	420.39	607.23	2942.70
		6 mo	522.70	497.81	298.69	448.03	647.15	3136.20
		1 yr	554.95	528.52	317.11	475.67	687.08	3329.70
	OIT 882	Strt	460.55	438.62	263.17	394.76	570.21	2763.30
		6 mo	506.70	482.57	289.54	434.31	627.34	3040.20
		1 yr	554.95	528.52	317.11	475.67	687.08	3329.70
1552	Asst Op	Strt	622.40	592.76	355.66	533.48	770.59	3734.40
		6 mo	669.20	637.33	382.40	573.60	828.53	4015.20