

PACIFIC GAS AND ELECTRIC COMPANY

PGE



215 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 972-7000 • TWX 910-372-6587

October 13, 1988

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:

Having concluded the six-month trial period agreed to under Letter Agreement 88-36-PGE and pursuant to Subsection 202.16(b) of the Physical Agreement, the Company proposes to establish on an on-going basis, the 12-hour rotation shift schedule for Pressure Operators at the Santa Rosa (formerly San Rafael) Gas Load Center.

Except for relief employee hours and the cancellation clause, this proposal is consistent with the provisions of Letter Agreement 88-36-PGE, which this proposal cancels and supersedes.

This proposal is in accordance with the generic 12-hour shift agreement (Letter Agreement R2-86-89-PGE) with the exceptions of the areas noted below.

SHIFT SCHEDULES

Attached as Exhibit 1 is the proposed shift schedule for the Santa Rosa 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 7:00 a.m. to 3:00 p.m.

WAGE

Exhibit 2 outlines the wage schedule for Pressure Operators and Relief Pressure Operator(s) at the Santa Rosa Gas Load Center. The pay factor for Santa Rosa is .967742 based on 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 .967742. 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, Labor Day, Thanksgiving, day after Thanksgiving and Christmas.

Either party may cancel this agreement upon 15 days written notification.

If you are in accord with the foregoing and attachment and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bragg
Manager of Industrial Relations

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

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

Dec 2, 1988

By Jack Weber
Business Manager

SANTA ROSA GAS LOAD CENTER

12 HOUR SHIFT WAGE SCALE

1988

CODE	CLASSIFICATION	PROGRESSION	40 HR. REFER. RATE	12 HR. SHIFT RATE	36 HR. WEEK PAY	48 HR. WEEK PAY
1720	Pressure Operator	Start	699.10	676.55	608.90	879.52
		End 6 Mos.	728.90	705.39	634.85	917.01

1987

CODE	CLASSIFICATION	PROGRESSION	40 HR. REFER. RATE	12 HR. SHIFT RATE	36 HR. WEEK PAY	48 HR. WEEK PAY
1720	Relief Operator	Start	716.34	693.23	623.91	901.20
		End 6 Mos.	746.14	722.07	649.86	938.69