PACIFIC GAS AND ELECTRIC COMPANY

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

December 21. 1988

IBEW Local Union 1245
P. O. Box 4790
Walnut Creek, CA   94596

    Attention: Mr. Jack McNally, Business Manager

Gentlemen:

    Pursuant to Section 202.16 of the Physical Agreement, the Company proposes to establish a 12-hour rotating shift schedule for the System Operators at Midway Substation. The 12-hour shift schedule will be established for a 12 month test period. 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 Midway Substation will be .967742 based upon a six-week cycle.

SHIFT SCHEDULE

    Attached as Exhibit 1 is the proposed shift schedule for the Midway operators. Twelve-hour shifts will be 0700 to 1900 and 1900 to 0700.

RELIEF OPERATOR

    The relief operator will work a 40-hour week consisting of the following schedule unless he is relieving an absent employee:

    3 12-hour workdays
    1 4-hour workday

    The normal work week will begin on Monday with a 12-hour shift and end on Thursday with a 4-hour shift. Unless relieving an absent employee the 12-hour shift will commence at 0700 each day. The 4-hour shift starting time will normally be 0700 on Thursday but can be changed to either 1100 or 1500 for operational needs as long as the relief operator is notified by the end of the previous regular scheduled shift.

The relief operator may also be required to work a schedule of four 12-hour days when relieving an absent System Operator. On such occasions the relief will be paid for 4 hours at the Exhibit X rate of pay and 8 hours at the overtime rate of pay.

The relief operator will be paid at the Exhibit X rate of pay for any hours up to 12 hours on a 12-hour scheduled workday and 4 hours on a 4-hour workday. This will result in the relief operator receiving the Exhibit X rate of pay for the 40 hour workweek.

The relief operator's holidays will be converted to vacation hours. The relief operator has selected the same holidays as the System Operators.

WAGES FOR SYSTEM OPERATORS

Exhibit 2 outlines the 1989 wage schedule and proposed 12 hour shift amendments for the Midway System Operators. The .967742 pay factor is 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 .967742.

HOLIDAYS

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

VACATION

Vacations will be scheduled by Company seniority within the headquarters.

OPERATOR-ON-CALL SYSTEM

    The System Operators agree to a voluntary "on-call" system, whereby an operator will be available each day of the week. This will provide the "third man" each day if an additional operator is needed for emergency duty. The company will provide each operator with their own pager to be used while "on-call." There will be no compensation for the "on-call" operator unless the operator actually works.

    Either the Union or Company reserves the right to cancel this agreement by giving 15 days written notice.

    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.

Very Truly Yours,

PACIFIC GAS AND ELECTRIC COMPANY

By _Ricl B. Br Ʃ_____
    Manager of Industrial Relations

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

Dec 29, 1988

IBEW, LOCAL UNION 1245

By _____
    Business Manager

EXHIBIT 1

PROPOSED MIDWAY SW CTR 12 HOUR SHIFT

JANUARY	H S	2 M	3 T	4 W	5 T	6 F	7 S	8 S	9 M	10 T	11 W	12 T	13 F	14 S	15 S	16 M	17 T	18 W	19 T	20 F	21 S
OPERATOR 1	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	X	N	N	N
OPERATOR 2	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	N	N	N	X	X	D
OPERATOR 3	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
OPERATOR 4	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
RELIEF				D							D							D			

JAN - FEB	22 S	23 M	24 T	25 W	26 T	27 F	28 S	29 S	30 M	31 T	1 W	2 T	3 F	4 S	5 S	6 M	7 T	8 W	9 T	10 F	11 S
OPERATOR 1	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
OPERATOR 2	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
OPERATOR 3	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D
OPERATOR 4	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	X	X	X	N	N	N
RELIEF																		D			

FEB - MAR	12 S	13 M	14 T	15 W	16 T	17 F	18 S	19 S	20 M	21 T	22 W	23 T	24 F	25 S	26 S	27 M	28 T	1 W	2 T	3 F	4 S
OPERATOR 1	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	X	N	N	N
OPERATOR 2	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	N	N	N	X	X	D
OPERATOR 3	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
OPERATOR 4	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
RELIEF				D							D							D			

MARCH	5 S	6 M	7 T	8 W	9 T	10 F	11 S	12 S	13 M	14 T	15 W	16 T	17 F	18 S	19 S	20 M	21 T	22 W	23 T	24 F	25 S
OPERATOR 1	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
OPERATOR 2	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
OPERATOR 3	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D
OPERATOR 4	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	X	X	X	N	N	N
RELIEF																		D			

H = NEW YEAR'S DAY

PROPOSED MIDWAY SW CTR 12 HOUR SHIFT

MAR - APR	26 S	27 M	28 T	29 W	30 T	31 F	1 S	2 S	3 M	4 T	5 W	6 T	7 F	8 S	9 S	10 M	11 T	12 W	13 T	14 F	15 S
OPERATOR 1	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	X	N	N	N
OPERATOR 2	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	N	N	N	X	X	D
OPERATOR 3	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
OPERATOR 4	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
RELIEF				D							D							D			

APR - MAY	16 S	17 M	18 T	19 W	20 T	21 F	22 S	23 S	24 M	25 T	26 W	27 T	28 F	29 S	30 S	1 M	2 T	3 W	4 T	5 F	6 S
OPERATOR 1	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
OPERATOR 2	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
OPERATOR 3	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D
OPERATOR 4	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	X	X	X	N	N	N
RELIEF																			D		

MAY	7 S	8 M	9 T	10 W	11 T	12 F	13 S	14 S	15 M	16 T	17 W	18 T	19 F	20 S	21 S	22 M	23 T	24 W	25 T	26 F	27 S
OPERATOR 1	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	X	N	N	N
OPERATOR 2	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	N	N	N	X	X	D
OPERATOR 3	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
OPERATOR 4	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
RELIEF				D							D							D			

MAY - JUN	28 S	H M	30 T	31 W	1 T	2 F	3 S	4 S	5 M	6 T	7 W	8 T	9 F	10 S	11 S	12 M	13 T	14 W	15 T	16 F	17 S
OPERATOR 1	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
OPERATOR 2	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
OPERATOR 3	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D
OPERATOR 4	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	X	X	X	N	N	N
RELIEF																		D			

H = MEMORIAL DAY

PROPOSED MIDWAY SW CTR 12 HOUR SHIFT

JUN – JUL	18 S	19 M	20 T	21 W	22 T	23 F	24 S	25 S	26 M	27 T	28 W	29 T	30 F	1 S	2 S	3 M	H T	5 W	6 T	7 F	8 S
OPERATOR 1	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	X	N	N	N
OPERATOR 2	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	N	N	N	X	X	D
OPERATOR 3	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
OPERATOR 4	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
RELIEF				D							D							D			

JULY	9 S	10 M	11 T	12 W	13 T	14 F	15 S	16 S	17 M	18 T	19 W	20 T	21 F	22 S	23 S	24 M	25 T	26 W	27 T	28 F	29 S
OPERATOR 1	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
OPERATOR 2	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
OPERATOR 3	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D
OPERATOR 4	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	X	X	X	N	N	N
RELIEF																			D		

JUL – AUG	30 S	31 M	1 T	2 W	3 T	4 F	5 S	6 S	7 M	8 T	9 W	10 T	11 F	12 S	13 S	14 M	15 T	16 W	17 T	18 F	19 S
OPERATOR 1	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	X	N	N	N
OPERATOR 2	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	N	N	N	X	X	D
OPERATOR 3	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
OPERATOR 4	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
RELIEF				D							D							D			

AUG – SEP	20 S	21 M	22 T	23 W	24 T	25 F	26 S	27 S	28 M	29 T	30 W	31 T	1 F	2 S	3 S	4 M	5 T	6 W	7 T	8 F	9 S
OPERATOR 1	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
OPERATOR 2	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
OPERATOR 3	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D
OPERATOR 4	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	X	X	X	N	N	N
RELIEF																		D			

H = INDEPENDENCE DAY (JULY 4)

PROPOSED MIDWAY SW CTR 12 HOUR SHIFT

SEPTEMBER	10 S	11 M	12 T	13 W	14 T	15 F	16 S	17 S	18 M	19 T	20 W	21 T	22 F	23 S	24 S	25 M	26 T	27 W	28 T	29 F	30 S
OPERATOR 1	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	X	N	N	N
OPERATOR 2	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	N	N	N	X	X	D
OPERATOR 3	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
OPERATOR 4	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
RELIEF				D							D							D			

OCTOBER	1 S	2 M	3 T	4 W	5 T	6 F	7 S	8 S	9 M	10 T	11 W	12 T	13 F	14 S	15 S	16 M	17 T	18 W	19 T	20 F	21 S
OPERATOR 1	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
OPERATOR 2	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
OPERATOR 3	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D
OPERATOR 4	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	X	X	X	N	N	N
RELIEF																		D			

OCT - NOV	29 S	30 M	31 T	1 W	2 T	3 F	4 S	5 S	6 M	7 T	8 W	9 T	10 F	11 S	12 S	13 M	14 T	15 W	16 T	17 F	18 S
OPERATOR 1	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	X	N	N	N
OPERATOR 2	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	N	N	N	X	X	D
OPERATOR 3	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
OPERATOR 4	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
RELIEF				D							D							D			

NOV - DEC	19 S	20 M	21 T	22 W	H T	24 F	25 S	26 S	27 M	28 T	29 W	30 T	1 F	2 S	3 S	4 M	5 T	6 W	7 T	8 F	9 S
OPERATOR 1	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
OPERATOR 2	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
OPERATOR 3	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D
OPERATOR 4	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	X	X	X	N	N	N
RELIEF																		D			

H = THANKSGIVING DAY

PROPOSED MIDWAY SW CTR 12 HOUR SHIFT

DECEMBER	10 S	11 M	12 T	13 W	14 T	15 F	16 S	17 S	18 M	19 T	20 W	21 T	22 F	23 S	24 S	25 M	26 T	27 W	28 T	29 F	30 S	31 S
OPERATOR 1	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	X	N	N	N	N
OPERATOR 2	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	N	N	N	X	X	D	D
OPERATOR 3	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X
OPERATOR 4	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X
RELIEF				D							D							D				

H = CHRISTMAS

EXHIBIT 2

1989 WAGE SCHEDULE

EXHIBIT "X"

	EXHIBIT X 40 HOUR REF. RATE	MODIFIED 12 HOUR SHIFT RATE	MODIFIED 36 HOUR WEEK PAY	MODIFIED 48 HOUR WEEK PAY
START	807.00	780.97	702.87	1015.27
SYSTEM OFR 1 END 6 MOS	818.46	792.06	712.85	1029.68