

PACIFIC GAS AND ELECTRIC COMPANY

PGE +

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

March 23, 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:

Pursuant to Section 202.16 of the Physical Agreement, Company proposes to establish a 12-hour rotation shift schedule for Pressure Operators at the East Bay Region Gas Load Center in Oakland for a test period of one year, beginning within one month after this agreement is signed. This agreement shall comply with the generic 12-hour shift agreement (Letter Agreement R2-86-89-PGE) except as follows:

SHIFT SCHEDULES

Exhibit 1 outlines 12-hour six-week cycle rotating schedule for Oakland Gas Load Center. Relief employees will be used within the 12-hour shift schedule.

WAGE

Exhibit 2 describes the wage schedule for Pressure Operators and Relief Pressure Operators at the Oakland Gas Load Center. The pay conversion factor for this schedule is .9677419 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 hour rate is determined by multiplying the conversion factor times the current hourly rate.

All hours worked exceeding 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.

SCHOOLS

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

March 23, 1988

RELIEF

Relief Operators will be placed on the 12-hour schedule as indicated in Exhibit 1. They shall continue to function as Reliefs as outlined in the Relief Agreements and the changes outlined in Letter Agreement R2-86-89-PGE.

HOLIDAYS

At the time this agreement is implemented, the employees will determine by vote the fixed holidays remaining, consistent with the number of holiday hours remaining. Remaining hours will be carried over to the next year, consistent with Letter Agreement R2-86-89-PGE.

OTHER

This schedule shall remain in effect for one year unless either party gives the other 30 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.

This proposal has been discussed with the employees involved and Frank Saxenmeier, Union Business Representative.

If you are in accord with the foregoing 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. Buehler
Manager of Industrial Relations

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

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

April 5, 1988

By Jack McKinley
Business Manager

OAKLAND GAS LOAD CENTER TWELVE HOUR SHIFT SCHEDULE

1. Day shifts (0600 to 1800) and Night shifts (1800 to 0600)
2. Rotating shifts
3. Sunday through Saturday Schedule
4. Six week cycle
5. Four 36 and two 48 hour work weeks

SCHEDULE

	S	M	T	W	T	F	S	HOURS
Week 1	N	X	X	D	D	D	X	48
Week 2	X	N	N	N	X	X	D	48
Week 3	D	D	D	X	X	X	X	36
Week 4	X	X	X	X	N	N	N	36
Week 5	N	X	X	X	D	D	X	36
Week 6	X	X	X	X	N	N	N	36

TOTAL HOURS: 240

RELIEF SCHEDULES

Relief Pressure Operators' normal schedule will be all 12 hour days.
 Relief Pressure Operators will work four Wednesdays during the six week schedule.

OAKLAND GAS LOAD CENTER TWELVE HOUR SHIFT WAGE SCHEDULE

Existing Schedule and Wages:

Week	Hrs Wkd	S/T Pay Eqv.
1	40	40
2	40	40
3	40	40
4	40	40
5	40	40
6	40	40

Twelve Hour schedule and Wages

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

Total hrs in S/T pay: 240

Total hrs in S/T pay: 248

The adjusted hourly rate is determined by dividing 240, the number of compensable hours in a current 6 week cycle, by 248, the number of hours of compensation in the new schedule, multiplied by the current hourly rate:

Pressure Operator weekly rate from Exhibit X: \$747.35
 Pressure Operator hourly rate: \$747.35/40 = \$18.6838
 240 / 248 = .9677419 (Conversion factor)
 .9677419 x \$18.6838 = \$18.081 (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 x \$18.6838 = \$4484.10
 248 x \$18.081 = \$4484.10

Therefore, the Oakland Gas Load Center Wage Schedule is as follows:

CODE	CLASS	PROG	40 HR REFER RATE	12 HR SHIFT RATE	36 HR WEEK PAY	48 HR WEEK PAY	6 WK CYCLE PAY [(4 X 36) + (2 X 48)]
1724	Press Op	Strt	699.10	676.55	608.90	879.52	4298.44
		6 mo	728.90	705.39	634.85	917.01	4373.42
		1 yr	747.35	723.24	650.92	940.21	4484.10