

# PACIFIC GAS AND ELECTRIC COMPANY

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

March 25, 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 San Rafael Gas Load Center (soon to relocate to Santa Rosa) for a minimum test period of six 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 Santa Rosa Gas Load Center will be .967742 based upon a six-week cycle.

## 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 8:00 a.m. to 4:00 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.

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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.

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 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 *Rick B. Bruehl*  
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

*April 1*, 1988

By *Jack Wehner*  
Business Manager



## SANTA ROSA GAS LOAD CENTER

## 12 HOUR SHIFT WAGE SCALE

1988

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

1987

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