

Pacific Gas and Electric Company

215 Market Street  
San Francisco, CA 94106  
415/972-7000

July 28, 1989



Local Union No. 1245  
International Brotherhood of  
Electric Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Section 202.16(b) of the Physical Agreement, Company proposes to establish a 12-hour rotating shift schedule for the Hinkley Operations Department. The affected classifications include four (4) Senior Gas Transmission Operators, seven (7) Gas Transmission Operators, and one (1) Temporary Additional Gas Transmission Operator. The proposal is for a trial period starting April 1, 1989, and ending December 31, 1989. This agreement shall comply with the generic 12-hour shift agreement (Letter Agreement 86-89-PGE) with additional features as follows:

#### WAGES

Exhibit 1 (attached) describes the wage schedule for Gas Transmission Operators. The pay conversion factors for this schedule are .952381 and .975610 based on a six week pay cycle of 240 total hours.

Four hours of overtime in a 44 hour week and 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 32 hours in a 32 hour week, 36 hours in a 36 hour week, 44 hours in a 44 hour week, and 48 hours in a 48 hour week will be considered code 1 overtime and will be paid at the appropriate overtime rate pursuant to Title 208 at the wage rate listed in Exhibit X of the Agreement.

#### SHIFT SCHEDULE

Exhibit 2 outlines the 12 hour rotating shift schedule for the Hinkley Operations Department. Relief employees shall be scheduled as outlined below. For this agreement, Paragraph 12(c) (2) of the generic agreement shall be altered as follows: Section B, Item 1 shall provide that the first watch in a 24 hour day period will be the night shift.

RELIEF OPERATOR SCHEDULE

Relief Operators shall become eight hour shift employees and their normal work schedule shall be Monday through Friday from 7 a.m. to 3 p.m. Consistent with the Relief Agreement, their work week may be scheduled within the Sunday through Saturday work week. When relieving an absent shift employee, or when working their normal work schedule, Relief Operators shall be paid at the straight time rate for all work performed in 12 hours or less in a continuous work period or 40 hours in a work week. Relief Operators' normal 8 hour work day may be extended without advance notice if needed to provide full 12 hour shift coverage. No overtime shall be paid for such extension, subject to the limitations above. Company shall make a good faith effort to inform such employees as far in advance as possible of such extensions. Relief employees who have worked 40 hours in a work week may be sent home for the remainder of the week, subject to relief or operational needs. All provisions of the Relief Agreement shall apply, except as noted above and amended below.

Should an employee call in sick, or with an emergency time off request, before 2 p.m. for the following shift, the Relief may be sent home for the remainder of the present shift rounded to the next hour and rescheduled for the following shift. Short change overtime shall be paid for any time worked in the following shift which overlaps the twelve hour period since the operator was sent home.

OPERATORS SCHEDULE (21st SHIFT)

Operators scheduled to work the 21st shift will start work at 11:00 a.m. and finish at 7:00 p.m.

JURY DUTY

Regular employees shall be allowed the necessary time off with pay for jury duty which occurs on their scheduled working days during the basic work week. Twelve hour employees shall be reassigned to the 12 hour day shift beginning on Monday and continuing for the number of days necessary to make up the number of hours the employee is normally scheduled to work that week.

Example:

	S	M	T	W	T	F	S	
48 HOURS:	D	D	X	X	X	N	N	(Normal 48 hour workweek)
	X	D	D	D	D	X	X	(Revised work week)
44 HOURS:	N	X	X	D	D	D	X	(Normal 44 hour work week)
	X	D	D	D	D	X	X	(Revised work week)
36 HOURS:	X	X	X	D	D	D	X	(Normal 36 hour work week)
	X	D	D	D	X	X	X	(Revised work week)
32 HOURS:	D	D	D	X	X	X	X	(Normal 32 hour work week)
	X	D	D	D	X	X	X	(Revised work week)

RELIEF OPERATOR PAID TIME OFF

If assigned to a 12 hour shift schedule, Relief Operators who take paid time off shall be charged with the actual hours taken; i.e., if the Operator takes a floating holiday, the Operator shall be charged with 8 hours floating holiday and 4 hours vacation. Any vacation hours remaining at the end of the year will be carried over into the next year. Relief Operators shall retain the nine fixed and three floating holidays assigned to eight hour shift employees. Such holiday time shall not be converted to vacation time. If a Relief works a 12 hour shift on a holiday, he/she will be paid 8 hours at 2-1/2 times, 4 hours at 1-1/2 times, or can elect to take an 8 hour in-lieu-of day.

GAS TRANSMISSION OPERATORS' PAID TIME OFF

Gas Transmission Operators shall have six fixed 12 hour holidays and two floating 12 hour holidays, which shall take the place of the nine fixed and three floating holidays provided for in Title 103 of the Agreement. Such holiday time shall not be added to their vacation hours but shall be taken as holiday time, per Section 103.6 for the six chosen holidays. The six fixed holidays shall be as follows:

New Years Day (January 1)  
Memorial Day (Last Monday in May)  
Independence Day (July 4)  
Thanksgiving Day (4th Thursday in November)  
Christmas Day (December 25)

6th day to be voted on by employees.

PAID TIME OFF

Due to the scheduling difficulties associated with the 12 hour shift schedule, Company shall not be required to grant paid time off to more than two Operators (Relief or Gas Transmission Operator) at any one time. This provision shall apply to vacation, floating holidays, and in-lieu-of days and may be reduced or expanded depending on operational needs. Where practicable Company shall make a good faith effort to accommodate employees' requests for time off.

Gas Transmission Operators shall be permitted to take their floating holidays and up to five vacation days in increments of less than one (1) week.

FILLING VACANT POSITIONS

Item 12 of the Generic 12 Hour Shift Agreement shall be amended as follows:

- a. If the Company elects to fill a vacant position and relief shift employees are not available, other than by reassignment on the watch or the utilization of adjacent watch personnel, the following sequence shall be utilized:
  1. Call in the shift employee on his or her non-workdays who is scheduled to return to work on the same shift that is vacant.

2. Call in the shift employee on his or her non-workdays who previously worked the same shift that is vacant.
3. Call in the shift employee who is on his or her "long change" (the operator who will be called is the operator who has the most days off on his or her non-workdays).
4. Assign the employee who worked the previous shift while attempting the call-out of another employee.

Barring any unforeseen circumstances, Operators shall not be permitted to work more than 24 consecutive hours.

Company and Union recognize that for the 12 hour shift schedule to work operators must make a good faith effort to be available to work when needed to fill vacant shifts.

#### MEALS

In accordance with Letter Agreement 86-89-PGE. See Title 104.

#### SCHOOLS

Employees attending 40 hour schools will receive their normally scheduled work week pay, either 32, 36, 44, or 48 hours. Where possible, Company shall make a good faith effort not to schedule employees for 40 hour schools on their 24 hour work weeks.

#### OTHER

This schedule shall remain in effect unless either party gives the other at least 30 days notice of cancellation prior to the end of the six week work schedule cycle. Local Company and Union representatives shall meet as needed to discuss the status of the twelve hour shifts and any problems or changes which may be required.

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. Bradford  
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

August 16, 1989

By Mike McHenry  
Business Manager

**X-FACTOR FOR 12 HOUR EMPLOYEES**

44/36 X-Factor should be .975610 not .967742.

48/32 X-Factor should be .952381 not .967742.

Senior Relief Gas Transmission Operator (with Shift Premium)

\$801.21 per week divided by 40 = \$20.03 per hour.

44/36 Shift for 6 Week Period

C. L. Ebersohl (SSN        I-8968)  
L. M. Melendez (SSN       I-5740)  
V.    Cooke     (SSN        I-7052)

Present Pay/Old X-Factor

.967742 x \$20.03 = \$19.38 x 246 hours = \$4,768.43 for 6 week period.

New X-Factor

.975610 x \$20.03 = \$19.54 x 246 hours = \$4,807.20 for 6 week period.

A Senior Relief Gas Transmission Operator receiving the top rate of pay and on a 44/36 schedule should have been paid \$4,807.20, not \$4,768.43 per 6 week period.

Underpaid: \$38.77 per 6 week period.

48/32 Shift for 6 Week Period

Present Pay/Old X-Factor

.967742 x \$20.03 = \$19.38 x 252 hours = \$4,884.74 for 6 week period.

New X-Factor

.952381 x \$20.03 = \$19.08 x 252 hours = \$4,807.20 for 6 week period.

A Senior Relief Gas Transmission Operator receiving the top rate of pay and on a 48/32 schedule should have been paid \$4,807.20, not \$4,884.74 per 6 week period.

Overpaid: \$77.54 per 6 week period.

Senior Gas Transmission Operator

Top rate of pay (1 Year) of \$783.65 per week divided by 40 = \$19.59 per hour.

44/36 Shift for 6 Week Period

R. J. Griego (SSN : I-1506)

Present Pay/Old X-Factor

.967742 x \$19.59 = \$18.96 x 246 hours = \$4,663.68 for 6 week period.

New X-Factor

.975610 x \$19.59 = \$19.11 x 246 hours = \$4,701.60 for 6 week period.

A Senior Gas Transmission Operator receiving the starting rate of pay and on a 44/36 schedule should have been paid \$4,701.60, not \$4,663.68 per 6 week period.

Underpaid: \$37.92 per 6 week period.

48/32 Shift for 6 Week Period

P. A. Earl (SSN -0326)  
K. C. Odegaard (SSN -6830)

Present Pay/Old X-Factor

.967742 x \$19.59 = \$18.96 x 252 hours = \$4,777.43 for 6 week period.

New X-Factor

.952381 x \$19.59 = \$18.88 x 252 hours = \$4,701.60 for 6 week period.

A Senior Gas Transmission Operator receiving the starting rate of pay and on a 48/32 schedule should have been paid \$4,701.60, not \$4,777.43 per 6 week period.

Overpaid: \$75.83 per 6 week period.

Senior Gas Transmission Operator

Starting salary of \$748.95 per week divided by 40 = \$18.72 per hour.

44/36 Shift for 6 Week Period

J. Silva (SSN : -2942)

Present Pay/Old X-Factor

.967742 x \$18.72 = \$18.12 x 246 hours = \$4,456.57 for 6 week period.

New X-Factor

.975610 x \$18.72 = \$18.26 x 246 hours = \$4,492.80 for 6 week period.

A Senior Gas Transmission Operator receiving the starting rate of pay and on a 44/36 schedule should have been paid \$4,492.80, not \$4,456.57 per 6 week period.

Underpaid: \$36.23 per 6 week period.

48/32 Shift for 6 Week Period

Present Pay/Old X-Factor

.967742 x \$18.72 = \$18.12 x 252 hours = \$4,565.26 for 6 week period.

New X-Factor

.952381 x \$18.72 = \$17.83 x 252 hours = \$4,492.80 for 6 week period.

A Senior Gas Transmission Operator receiving the starting rate of pay and on a 48/32 schedule should have been paid \$4,492.80, not \$4,565.26 per 6 week period.

Overpaid: \$72.46 per 6 week period.

Gas Transmission Operator

Top rate of pay (30 Month Step) of \$705.00 divided by 40 = \$17.62 per hour.

44/36 Shift for 6 Week Period

L. E. Porter (SSN -9841)

Present Pay/Old X-Factor

.967742 x \$17.62 = \$17.05 x 246 hours = \$4,194.70 for 6 week period.

New X-Factor

.975610 x \$17.62 = \$17.19 x 246 hours = \$4,228.80 for 6 week period.

A Gas Transmission Operator receiving the top rate of pay and on a 44/36 schedule should have been paid \$4,228.80, not \$4,194.70 per 6 week period.

Underpaid: \$34.10 per 6 week period.

48/32 Shift for 6 Week Period

D. J. Warzecha (SSN : -9754)  
L. D. Simpson (SSN -6866)

Present Pay/Old X-Factor

.967742 x \$17.62 = \$17.05 x 252 hours = \$4,297.00 for 6 week period.

New X-Factor

.952381 x \$17.62 = \$16.78 x 252 hours = \$4,228.80 for 6 week period.

A Gas Transmission Operator receiving the starting rate of pay and on a 48/32 schedule should have been paid \$4,228.80, not \$4,297.00 per 6 week period.

Overpaid: \$68.20 per 6 week period.

Gas Transmission Operator

2 year step = \$670.45 divided by 40 = \$16.76 per hour.

44/36 Shift for 6 Week Period

Present Pay/Old X-Factor

.967742 x \$16.76 = \$16.22 x 246 hours = \$3,989.96 for 6 week period.

New X-Factor

.975610 x \$16.76 = \$16.35 x 246 hours = \$4,022.40 for 6 week period.

A Gas Transmission Operator receiving the 2 year step rate of pay and on a 44/36 schedule should have been paid \$4,022.40, not \$3,989.96 per 6 week period.

Underpaid: \$32.44 per 6 week period.

48/32 Shift for 6 Week Period

Present Pay/Old X-Factor

.967742 x \$16.76 = \$16.22 x 252 hours = \$4,087.28 for 6 week period.

New X-Factor

.952381 x \$16.76 = \$15.96 x 252 hours = \$4,022.40 for 6 week period.

A Gas Transmission Operator receiving the 2 year step rate of pay and on a 48/32 schedule should have been paid \$4,022.40, not \$4,087.28 per 6 week period.

Overpaid: \$64.88 per 6 week period.

Gas Transmission Operator

18 month step = \$635.90 divided by 40 = \$15.90 per hour.

44/36 Shift for 6 Week Period

L. E. Cunningham (SSN        3740)  
D.    Lowman        (SSN        5946)  
D. W. Melrose       (SSN       -4599)

Present Pay/Old X-Factor

.967742 x \$15.90 = \$15.39 x 246 hours = \$3,785.23 for 6 week period.

New X-Factor

.975610 x \$15.90 = \$15.51 x 246 hours = \$3,816.00 for 6 week period.

A Gas Transmission Operator receiving the 18 month step rate of pay and on a 44/36 schedule should have been paid \$3,816.00, not \$3,785.23 per 6 week period.

Underpaid: \$30.77 per 6 week period.

48/32 Shift for 6 Week Period

J. S. McIntyre (SSN        -8978)

Present Pay/Old X-Factor

.967742 x \$15.90 = \$15.39 x 252 hours = \$3,878.28 for 6 week period.

New X-Factor

.952381 x \$16.76 = \$15.96 x 252 hours = \$3,816.00 for 6 week period.

A Gas Transmission Operator receiving the 18 month step rate of pay and on a 48/32 schedule should have been paid \$3,816.00, not \$3,878.28 per 6 week period.

Overpaid: \$62.28 per 6 week period.

Gas Transmission Operator

12 month step = \$601.35 divided by 40 = \$15.03 per hour.

44/36 Shift for 6 Week Period

Present Pay/Old X-Factor

.967742 x \$15.03 = \$14.55 x 246 hours = \$3,578.10 for 6 week period.

New X-Factor

.975610 x \$15.03 = \$14.66 x 246 hours = \$3,607.20 for 6 week period.

A Gas Transmission Operator receiving the 12 month step rate of pay and on a 44/36 schedule should have been paid \$3,607.20, not \$3,578.10 per 6 week period.

Underpaid: \$29.10 per 6 week period.

48/32 Shift for 6 Week Period

Present Pay/Old X-Factor

.967742 x \$15.03 = \$14.55 x 252 hours = \$3,665.38 for 6 week period.

New X-Factor

.952381 x \$15.03 = \$14.31 x 252 hours = \$3,607.20 for 6 week period.

A Gas Transmission Operator receiving the 12 month step rate of pay and on a 48/32 schedule should have been paid \$3,607.20, not \$3,665.38 per 6 week period.

Overpaid: \$58.18 per 6 week period.

Gas Transmission Operator

6 month step = \$566.80 divided by 40 = \$14.17 per hour.

44/36 Shift for 6 Week Period

Present Pay/Old X-Factor

.967742 x \$14.17 = \$13.71 x 246 hours = \$3,373.37 for 6 week period.

New X-Factor

.975610 x \$14.17 = \$13.82 x 246 hours = \$3,400.80 for 6 week period.

A Gas Transmission Operator receiving the 6 month step rate of pay and on a 44/36 schedule should have been paid \$3,400.80, not \$3,373.37 per 6 week period.

Underpaid: \$27.43 per 6 week period.

48/32 Shift for 6 Week Period

Present Pay/Old X-Factor

.967742 x \$14.17 = \$13.71 x 252 hours = \$3,455.65 for 6 week period.

New X-Factor

.952381 x \$14.17 = \$13.50 x 252 hours = \$3,400.80 for 6 week period.

A Gas Transmission Operator receiving the 6 month step rate of pay and on a 48/32 schedule should have been paid \$3,400.80, not \$3,455.65 per 6 week period.

Overpaid: \$58.18 per 6 week period.

Gas Transmission Operator

Starting step = \$532.25 divided by 40 = \$13.30 per hour.

44/36 Shift for 6 Week Period

Present Pay/Old X-Factor

.967742 x \$13.30 = \$12.87 x 246 hours = \$3,166.25 for 6 week period.

New X-Factor

.975610 x \$13.30 = \$12.98 x 246 hours = \$3,192.00 for 6 week period.

A Gas Transmission Operator receiving at the starting rate of pay and on a 44/36 schedule should have been paid \$3,192.00, not \$3,166.25 per 6 week period.

Underpaid: \$25.75 per 6 week period.

48/32 Shift for 6 Week Period

R. A. Gregg (SSN -1503)

Present Pay/Old X-Factor

.967742 x \$13.30 = \$12.87 x 252 hours = \$3,243.48 for 6 week period.

New X-Factor

.952381 x \$13.30 = \$12.67 x 252 hours = \$3,192.00 for 6 week period.

A Gas Transmission Operator receiving the starting rate of pay and on a 48/32 schedule should have been paid \$3,192.00, not \$3,243.48 per 6 week period.

Overpaid: \$51.48 per 6 week period.