

**Pacific Gas and Electric Company**

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

October 2, 1989



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:

Company proposes, pursuant to Section 202.16 of the Physical Agreement to establish a temporary shift schedule for the Stockton Fleet Services Department.

The current schedule provides for the following:

|                          |                         |
|--------------------------|-------------------------|
| 7 Equipment Mechanics    | 7:30 a.m. to 4:00 p.m.  |
| 3 Equipment Mechanics    | 4:00 p.m. to 12:30 a.m. |
| *1 Appr. Equipment Mech. | 4:00 p.m. to 12.30 a.m. |

\*If there is more than one apprentice, each will rotate through this shift. Unassigned journeyman will fill this shift in the absence of apprentice classifications.

The proposed schedule provides for a "mid-shift" shift, as follows:

|                          |                         |
|--------------------------|-------------------------|
| 5 Equipment Mechanics    | 7:30 a.m. to 4:00 p.m.  |
| 2 Equipment Mechanics    | 12:00 a.m. to 8:30 p.m. |
| 3 Equipment Mechanics    | 4:00 p.m. to 12:30 a.m. |
| *1 Appr. Equipment Mech. | 4:00 p.m. to 12:30 a.m. |

\*If there is more than one apprentice, each will rotate through this shift. Unassigned journeyman will fill this shift in the absence of apprentice classifications.

It is expected that this mid-shift arrangement will provide the following benefits: improve communication between the day and night shifts by providing continuity; increase ability to complete routine maintenance items without having to take vehicles out of operation due to the additional manpower in the evening hours; and provide coverage during day employees' lunch breaks. Stockton Division proposes to use the mid-shift schedule for a six-month trial period in order to determine if the anticipated benefits will be realized.

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Positions on the mid-shift will be offered to employees in the classification in order of their headquarter's seniority. Should the filling of the mid-shift leave a night position vacant, that position will be filled as described above. If there are insufficient volunteers, those with the least headquarter's seniority will be placed in the vacant shift(s).

This proposal has been discussed with local Business Representative, Bob Gibbs.

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 Paul B. Bradford  
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

W. I., 1989

By Jack Welch  
Business Manager

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