

Pacific Gas and Electric Company

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

October 24, 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:

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 the Tesla 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 Substation will be .9677419 based upon a six-week cycle.

#### SHIFT SCHEDULE

Attached as Exhibit I is the proposed shift schedule for the Tesla Operators. Twelve-hour shifts will be 0700 to 1900 and 1900 to 0700.

#### RELIEF OPERATOR

The two Relief Operators will work a 40-hour week consisting of the following schedule unless they are relieving an absent employee:

3	12-hour workdays
1	4-hour workday

The normal work week for the 1st Relief Operator will begin on Monday with a 12-hour shift and end on Thursday with a 4-hour shift. The normal work week for the 2nd Relief Operator will begin on Tuesday with a 4-hour shift and a 12-hour shift on Wednesday, Thursday, and Friday. 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 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 regularly scheduled shift.

The Relief Operator may also be required to work a schedule of 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 on the fourth day.

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 work week.

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 II outlines the 1989 wage schedule and proposed 12-hour shift amendments for the System Operators. The .9677419 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 .9677419.

#### HOLIDAYS

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

#### VACATION

Vacations will be scheduled by Company seniority within the headquarters.

To keep consistency in operating, the Relief Operator shall be limited in taking his/her 4-hour workday off to a maximum of six times a year. The requested days will be allowed if operationally possible. These 4-hour periods of vacation will not be counted towards the five periods of vacation of less than one week during the year per 111.13(b)(3). (Amended 8/11/89)

#### OVERTIME

All overtime prior to this agreement will not be disputed. The overtime records will be updated as needed. A current and updated list will be posted weekly.

The distribution will be as follows:

1. All overtime worked as a Relief Operator or to replace a person on shift will be done by the Relief Agreement. This overtime will be posted, including refused overtime. The hours will be kept in two ways: by classification and by either emergency or prearranged. This overtime will be kept separate from System Operators.
2. Emergency and prearranged overtime outside of the station should first go to the Relief Operator with the lowest amount of overtime. If there are no Relief Operators, then it will go to the Operator with the least amount of outside overtime.

This overtime will be kept separate by classification according to the Relief Agreement. All refused overtime will be charged to proper lists.

3. All overtime requiring an additional operator on shift should be equally distributed among both the Relief and the System Operators. The Operator with the least amount of overtime should be called first. This shall be kept by prearranged and emergency. Unanticipated extension of the shift shall be charged as emergency overtime.
4. An annual sign-up list will be prepared for emergency work. In the event employees on the list cannot be reached or refuse, they will be charged on the proper list.
  - A. There will be one list for the Relief Operators as outlined in Exhibit III, Section 1.
  - B. There will be a second list for work outside the station, as outlined in Exhibit III, Section 2.
  - C. There will be a third list for all operators for overtime requiring an additional operator kept, as outlined in Exhibit III, Section 3.

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 a "third employee" 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 the Company reserves the right to cancel this agreement by giving fifteen (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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bragg  
Manager of Industrial Relations

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

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

Dec 8, 1989

By Jack McKinley  
Business Manager

12 HOUR SCHEDULE JULY 23 THRU AUG 19 1989

EXHIBIT I

NAME	BI	MI	TI	WI	FI	SI	BI	MI	TI	WI	FI	SI	BI	MI	TI	WI	FI	SI	
KEEDH	XI	XI	DI	DI	DI	DI	XI	XI	DI	DI	DI	DI	XI	XI	DI	DI	DI	DI	XI
RYNE	XI	DI	DI	DI	DI	XI	XI	XI	DI	DI	DI	XI	XI	DI	DI	DI	DI	DI	XI
HOSFORD	DI	DI	DI	XI	XI	XI	XI	XI	XI	XI	NI	NI	NI	NI	NI	NI	NI	NI	NI
NORWOOD	NI	XI	XI	XI	DI	DI	XI	XI	NI	NI	NI	XI	XI	DI	DI	DI	DI	DI	DI
PIERSON	XI	NI	NI	NI	XI	XI	DI	DI	DI	DI	DI	XI	XI	XI	XI	XI	XI	XI	DI
DRINKARD	XI	XI	XI	XI	NI	NI	NI	NI	XI	XI	XI	DI	DI	XI	XI	XI	XI	XI	DI
	23	24	25	26	27	28	29	30	31	AUG	2	3	4	5	6	7	8	9	10

Seaf

D NEWS 7A TO 7P  
N NEWS 7P TO 7A

4D ON RELIEF SCHEDULE NEWS 4 HR DAY 7A TO 11A

To's opens Please review, check your work over  
hours; No overtime will be paid for over 86 hrs in pay  
period, Mark my schedule & return to me ASAP

Keedh







12 HR SCHEDULE NOV 12 THRU DEC 9 1989

NAME	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	DEC 2	3	4	5	6	7	8	9
KEECH	XI	XI	DI	DI	DI	DI	XI	XI	DI	DI	DI	DI	XI	XI	XI	DI	DI	DI	DI	DI	DI	DI	DI	DI	DI	DI	DI
RHINE	XI	DI	DI	DI	DI	XI	XI	XI	DI	DI	DI	DI	XI	XI	DI	DI	DI	DI	DI	DI	DI	DI	DI	DI	DI	DI	DI
HOSFORD	NI	XI	XI	DI	DI	DI	XI	XI	NI	NI	XI	XI	DI	DI	DI	DI	DI	DI	DI	DI	DI	DI	DI	DI	DI	DI	DI
NORWOOD	DI	DI	DI	XI	XI	XI	XI	XI	XI	NI	NI	NI	NI	XI	XI	DI	DI	DI	DI	DI	DI	DI	DI	DI	DI	DI	DI
PIERSON	XI	XI	XI	XI	NI	NI	NI	NI	XI	DI	DI	DI	XI	XI	NI	NI	NI	XI	DI	DI	DI	DI	DI	DI	DI	DI	DI
DRINKARD	XI	NI	NI	NI	XI	XI	DI	DI	DI	DI	XI	XI	XI	XI	XI	XI	NI	NI	NI	NI	NI	XI	XI	XI	DI	DI	X

D MEANS 7A TO 7P  
N MEANS 7P TO 7A

AD ON RELIEF SCHEDULE MEANS 4 HR DAY 7A TO 11A



12 HOUR SCHEDULE DEC 10 THRU DEC 31 1989

NAME	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
KEECH	XI	XI4DI	DI	DI	DI	DI	XI	XI	DI	DI	DI4DI	XI	XI	XI	XI4DI	DI	DI	DI	XI	XI	DI	DI	DI4DI	XI	X		
RHYNE	XI	DI	DI	DI4DI	XI	XI	XI	XI4DI	DI	DI	DI	XI	XI	DI	DI	DI4DI	XI	XI	XI	XI4DI	DI	DI	DI	DI	X		
HOSFORD	NI	XI	XI	XI	DI	DI	XI	XI	XI	XI	XI	NI	NI	NI	NI	XI	XI	DI	DI	DI	XI	XI	NI	NI	NI	XI	DI
NORWOOD	DI	DI	DI	XI	XI	XI	XI	NI	NI	NI	XI	XI	DI	DI	DI	DI	XI	XI	XI	XI	XI	XI	NI	NI	N		
PIERSON	XI	XI	XI	XI	NI	NI	NI	NI	XI	XI	XI	DI	DI	XI	XI	XI	XI	NI	NI	NI	NI	XI	XI	DI	DI	DI	X
DRINKHARD	XI	NI	NI	NI	XI	XI	DI	DI	DI	DI	XI	XI	XI	XI	NI	NI	NI	XI	XI	DI	DI	DI	DI	XI	XI	XI	X

D MEANS 7A TO 7P

N MEANS 7P TO 7A

4D ON RELIEF SCHEDULE MEANS 4 HR DAY 7A TO 11A, UNLESS PRE ARRANGED

TESLA SUBSTATION TWELVE HOUR SHIFT WAGE SCHEDULE

Existing Schedule and Wages:                      Twelve Hour Schedule Pay Cycle = 6 weeks

Week	Hrs Wkd	S/T Pay Eqv.	Week	Hrs Wkd	S/T Pay Eqv.
1	40	40	2	48	104 (80 + 16 @ 1.5)
2	40	40	4	36	144
3	40	40			
4	40	40			
5	40	40			
6	40	40			

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:

System Operator I weekly rate from Exhibit X: \$818.50  
 $240/248 = .9677419$  (Conversion Factor)  
 $.9677419 \times \$20.4625 = \$19.802419$  (12 hour 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:

$240 \times \$20.4625 = \$4911.00$   
 $248 \times \$19.802419 = \$4911.00$

Therefore, the Tesla 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 [24 + (2 X 36) + (3 X 48)]
1805	Sys Op I	Start	807.00	780.97	702.87	1015.26	4842.00
		6 mo.	818.50	792.10	712.89	1029.73	4911.00

STOCKTON PREARRANGED OVERTIME REPORT 08/15/19

NAME	CLASS	HOURS UNAVAIL	HOURS WORKED	HOURS REFUSED	YTD TOTAL
=====					
<i>outside</i>					
KEECH	RELIEF OP.	.00	.00	.00	.00
RHYNE	RELIEF OP.	.00	.00	.00	.00
RELIEF OT		.00	.00	.00	.00
=====					
OUTSIDE OT		.00	.00	.00	.00
DRINKWARD	SYSTEM OP.	.00	.00	.00	.00
PIERSON	SYSTEM OP.	.00	.00	.00	.00
HOSFORD	SYSTEM OP.	.00	.00	.00	.00
NORWOOD	SYSTEM OP.	.00	.00	.00	.00
=====					
ADD. OP.		.00	.00	.00	.00
DRINKWARD	SYSTEM OP.	.00	.00	.00	.00
KEECH	RELIEF OP.	.00	.00	.00	.00
PIERSON	SYSTEM OP.	.00	.00	.00	.00
RHYNE	RELIEF OP.	.00	.00	.00	.00
HOSFERD	SYSTEM OP.	.00	.00	.00	.00
NORWOOD	SYSTEM OP.	.00	.00	.00	.00

EXHIBIT III

STOCKTON EMERGENCY OVERTIME REPORT 08/15/19

NAME	CLASS	HOURS WORKED	HOURS REFUSED	YTD TOTAL
KEECH	RELIEF OP.	.00	.00	.00
RHYNE	RELIEF OP.	.00	.00	.00
RELIEF OT		.00	.00	.00
OUTSIDE OT		.00	.00	.00
DRINKWARD	SYSTEM OP.	.00	.00	.00
PIERSON	SYSTEM OP.	.00	.00	.00
HOSFORD	SYSTEM OP.	.00	.00	.00
NORWOOD	SYSTEM OP.	.00	.00	.00
ADD. OP.		.00	.00	.00
DRINKWARD	SYSTEM OP.	.00	.00	.00
KEECH	RELIEF OP.	.00	.00	.00
PIERSON	SYSTEM OP.	.00	.00	.00
RHYNE	RELIEF OP.	.00	.00	.00
HOSFERD	SYSTEM OP.	.00	.00	.00
NORWOOD	SYSTEM OP.	.00	.00	.00

STOCKTON EMERGENCY OVERTIME REPORT 08/15/19

NA= NO ANSWER	COLEMAN	HOME	BEEPER	TESLA	942-16
V= VACATION	SEVERSON	835-8199	476-6352	STKN DO	942-15
T= TEMP UPGRADE	LAPHAM	957-9513	476-6354	MERCED DO	723-38
M= MILITARY LEAVE	REID	957-3057	476-6355	TIGER	295-33
NV= NOT VOLUNTEERING		477-3635	476-6353		

NAME	PHONE	CLASS	DATE	TIME CALLED	WORKED	REFUSED
=====						
RELIEF OT						
KEECH	476-6753	RELIEF OP.	-----	-----	-----	-----
RHYNE	836-1179	RELIEF OP.	-----	-----	-----	-----
=====						
OUTSIDE OT						
NORWOOD	874-2623	SYSTEM OP.	-----	-----	-----	-----
DRINKWARD	(415)8667310	SYSTEM OP.	-----	-----	-----	-----
PIERSON	334-4195	SYSTEM OP.	-----	-----	-----	-----
HOSFORD	772-1670	SYSTEM OP.	-----	-----	-----	-----
=====						
ADD. OP.						
NORWOOD	874-2623	SYSTEM OP.	-----	-----	-----	-----
DRINKWARD	(415)8867310	SYSTEM OP.	-----	-----	-----	-----
KEECH	B. 476-6753	RELIEF OP.	-----	-----	-----	-----
PIERSON	334-4195	SYSTEM OP.	-----	-----	-----	-----
RHYNE	836-1179	RELIEF OP.	-----	-----	-----	-----
HOSFERD	772-1670	SYSTEM OP.	-----	-----	-----	-----