

PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 215 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 972-7000 • TWX 910-372-6587

February 22, 1989

Local Union 1245
 International Brotherhood of
 Electrical Workers, AFL-CIO
 P.O. Box 4790
 Walnut Creek, California 94596

Attention: Jack Mc Nally, Business Manager

Gentlemen:

The Company proposes, pursuant to Section 202.21 of the Physical Agreement to establish a one year trial remote reporting agreement for employees assigned either on temporary or permanent basis to Geothermal Operations Overhaul Department (G.O.O.D.). This specific Agreement will be in accordance with the following:

1. Establishment of the Remote Reporting Assignment

The Company will determine the need for a remote reporting assignment and which assigned to G.O.O.D. are eligible.

2. Volunteer Sign-Up List

- a) The Company will post at the permanent headquarters of all employees who are eligible to remote report, a volunteer sign-up list. This list will be posted a minimum of three working days prior to the start of the remote reporting assignment.
- b) This sign-up list will include shift assignments with the estimated duration of the remote report assignment. The estimated duration will not bind the Company to release any employee from the project by a certain date. The Company has the right to release employees prior to the estimated duration date.
- c) Employees who volunteer for remote reporting are volunteering for the duration of the assignment. Should a personal hardship develop, an employee may be released from the requirement to remote report at supervision's discretion.
- d) The sign-up list will be removed on the last work day before the assignment begins. Late sign-ups may be accepted at supervision's discretion.

- e) Should the Company determine that there are insufficient number of volunteers to be beneficial, the Company can unilaterally remove either the entire work group or individuals from the remote reporting assignment.

3. Geysers Commute Agreement

- a) Employees who are in an existing carpool prior to the start of a remote reporting assignment will be considered active carpool members for the duration of the specific assignment. In addition, employees who are members of a private carpool prior to the start of a remote reporting assignment will continue to receive the private carpool allowance of \$6 for all weekdays worked. The above mentioned is to assure employees who are in carpools will not be penalized for volunteering for a remote reporting assignment.

4. Transportation

- a) All employees who volunteer for a remote reporting assignment will be responsible for providing their own transportation to and from the unit. If an entire Company carpool, that existed prior to the start of the remote reporting assignment, volunteers for the remote reporting assignment, the Company car may be used.
- b) All vehicles used for commuting purposes will be parked outside of the units yards. At no time will Company issued coveralls be worn inside vehicles used for commuting purposes.

5. Job Site

Employees who volunteer for a remote reporting assignment will be at the pre-determined tailboard site, ready for work by the designated start time.

6. Overtime

- a) The existing agreement pertaining to the administration of Pre-arranged Overtime and Emergency Overtime for employees assigned to a special assignment will continue to be followed.
- b) The present method of distributing Company commute vehicles for extension of workday situations will be maintained as per the Geysers Commute Agreement.
- c) Employees will utilize their own transportation for weekend work. The \$6 for using one's own transportation on weekends will not be paid in addition to the remote reporting allowance.

7. Remote Reporting Allowance

The following chart depicts the appropriate remote reporting allowance per day for each unit by the Employee's permanent headquarters.

EMPLOYEES PERMANENTLY
HEADQUARTERED AT

<u>UNITS</u>	<u>EGPP</u>	<u>WGPP</u>
1 & 2	\$15.00	\$10.50
3 & 4	15.00	10.50
5 & 6	15.00	10.50
7 & 8	15.00	10.50
9 & 10	10.50	15.00
11	15.00	15.00
12	15.00	15.00
13	10.50	15.00
14	10.50	10.50
15	15.00	15.00
16	15.00	15.00
17	15.00	15.00
18	10.50	15.00
20	15.00	15.00

8. Regular Headquarters

Section 202.19 of the Company Union contract shall not apply to any employee who volunteers and is appointed to report directly to a Unit.

9. Temporary Upgrades

Should the need for a temporary upgrade occur during the remote reporting assignment, that upgrade will be filled within that group. In addition, should the need for temporary upgrades occur at the employees permanent headquarters, the employees assigned to the overhaul will not be eligible.

10. Miscellaneous

All Titles and Sections of the Agreement shall apply as if the employee were still at the employee's regularly assigned headquarters, except as provided in the above mentioned agreement.

This agreement will continue in force 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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bracy
Manager of Industrial Relations

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

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

March 30, 1989

By Jack McKinley
Business Manager

TRAVEL TIME AND MILEAGEFROM ADMINISTRATION BUILDING TO UNITS

<u>UNITS</u>	<u>E A S T</u>		<u>W E S T</u>	
	<u>MILES</u>	<u>TRAVEL TIME</u>	<u>MILES</u>	<u>TRAVEL TIME</u>
1 & 2	6	15 Minutes	3	5 Minutes
3 & 4	8	20 Minutes	2	5 Minutes
5 & 6	7	20 Minutes	2	5 Minutes
7 & 8	8	20 Minutes	3	10 Minutes
9 & 10	4	10 Minutes	8	20 Minutes
11	10	25 Minutes	5	15 Minutes
12	9	25 Minutes	5	15 Minutes
13	3	10 Minutes	9	25 Minutes
14	5	10 Minutes	5	10 Minutes
15	10	25 Minutes	6	15 Minutes
16	5	15 Minutes	6	30 Minutes
17	8	20 Minutes	6	15 Minutes
18	2	5 Minutes	8	20 Minutes
20	1	5 Minutes	9	25 Minutes