



LETTER AGREEMENT

No. 90-122-PGE



Pacific Gas and Electric Company
Industrial Relations Department
215 Market Street
San Francisco, California 94106
[415] 973-1125

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Richard Bradford, Manager

Jack McNally, Business Manager

May 30, 1990

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

Attention: Jack McNally, Business Manager

Gentlemen:

Company proposes pursuant to Subsection 202.16 to establish a new shift at the Dado Street Materials Facility in San Jose. The purpose of this change is to create a shift stagger that will allow a reduction in turnaround time for field materials delivery from 24-48 hours to 8-12 hours. This will substantially assist our operating departments in meeting their customer obligations.

BASIC STAFFING

Present Organization		Proposed Organization	
<u>Employees</u>	<u>Shift</u>	<u>Employees</u>	<u>Shift</u>
5	5 am - 1:30 pm	2	5 am - 1:30 pm
23	7 am - 3:30 pm	24	7 am - 3:30 pm
10	2:30 pm - 11:00 pm	10	2:30 pm - 11:00 pm
		2	11:00 pm - 7:00 am (NEW)
38	TOTAL	38	TOTAL

There is no change proposed in the total manpower level or the current mix or number of individual classifications at the headquarters.

INITIAL STAFFING:

The two classifications on the new 11:00 p.m.-7:00 a.m. shift will be Leadman Drivers. These would be filled by volunteers from the existing group of Leadman Drivers. One volunteer is secured and filling the other is expected not to be a problem. Company does not anticipate forcing non-Volunteers to fill out the shift.

SHIFT RELIEF:

In the event of an unexpected absence on the shift, necessary overtime will be used to cover same, by extending the workday of qualified employees on the 2:30 p.m.-11:00 p.m. shift. In the event said personnel are not available, the facility will use their normal Emergency Overtime List pursuant to Title 212 of the Agreement.

In the event of an absence of 5 days or more, (e.g. vacation) upgrade to cover the vacant shift will come from the normal source of senior qualified pre-bidders in the headquarters.

SHIFT PREMIUM:

The normal application of shift premiums will apply in this case.

This proposal has been reviewed with Business Representative, Dennis Seyfer.

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 Richard B. Bragg
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

June 11, 1990

By Dennis Seyfer
Business Manager