



# LETTER AGREEMENT

No. 91-67-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

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David J. Bergman, Acting Manager

Jack McNally, Business Manager

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May 1, 1991

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

Attention: Mr. Jack McNally

Gentlemen:

Pursuant to the provisions of Section 212.12 of the Physical Labor Agreement, Company proposes to formally adopt the present emergency overtime call out system in Edenvale Service Center Electric T&D, which provides for "equal overtime opportunity" rather than "equalizing hours".

This call out procedure has the following key elements:

1. It utilizes a rotation card system. The card system allocates a number to each Electric T&D employee. When emergency overtime is needed, the supervisor calls an employee on the basis of his/her number on the call out list (see attached). When an employee is offered an "opportunity" to work, whether the employee works or refuses to work or cannot be reached, the employee goes to the bottom of this list. So employees' numbers never get out of sequence.

2. Each day every crew may work an extended workday basis, however subsequent emergency overtime will be assigned per the rotating card list. In addition, a crew on an extended day assignment will be considered "unavailable" with regard to emergency overtime assignments. The only case where a crew on an extended day assignment will work emergency overtime is if all employees on the rotating card list are found to be "unavailable" and the extended day crew has then rotated back to the top of the list.

Either the Company or the union reserves the right to cancel this agreement by giving 30 days written notice.

If you are in accord with the foregoing and agree thereto, please indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By   
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

May 28, 1991  
Date

By   
IBEW Business Manager

cc: Laura Sellheim



