



LETTER AGREEMENT

No.

92-25-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

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

February 21, 1992

Mr. Jack McNally
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

Pursuant to Title 202.16, the Company is proposing to implement a new shift schedule for employees in the Gas Serviceman classification, Gas Service Department, Peninsula Division. These shifts will be static shifts.

Company is proposing to schedule four (4) days and one (1) night per employee per shift in all but one of the shift options. One of the shift options will have three (3) days and two (2) nights. A representative sample of the shifts is as follows:

15-man

SMTWTFS XNDDDDX	SMTWTFS XDNDXX	SMTWTFS XDDNDDX
SMTWTFS XDDNDX	SMTWTFS XDDNDX	SMTWTFS XXDDDDN
SMTWTFS NDDDDXX	SMTWTFS XDNNDDX	

Guidelines for the administration of the Gas Service Department Schedule are as follows:

Initial Filling of Shifts

The initial filling of shifts will be based on the present Company seniority of Peninsula Division Gas Serviceman fifteen (15) days prior to the implementation of this schedule.

Seniority

Once the initial filling of shifts is complete, all future applicable shift assignments will be made on the basis of Peninsula Division Gas Serviceman seniority. The seniority date used will be the most recent date the individual was placed in the Serviceman classification in the division. Once all shift assignments are filled by existing Servicemen, any division Service Operator, or Relief Service Operator that is a successful bidder for Serviceman, will be placed in the remaining vacant shift available, but thereafter, his Peninsula Division Gas Serviceman seniority will be applicable for bidding further vacancies. Serviceman seniority will be applicable for bidding further vacancies. Serviceman volunteering for a shift must have a written request on file with the Service Supervisor at least five (5) days prior to the time of the vacancy in the schedule.

Filling Temporary Vacancies

It is the intent of these guidelines to follow all applicable Labor Agreement sections involving the use of Reserve Gas Servicemen for filling temporary vacant shifts, and when necessary, to use the shift change schedule. Reasonable attempts will be made to limit shift changes to one per serviceman per week, whenever possible. In the event a serviceman changes shifts due to a vacancy, said serviceman will assume the vacated serviceman's position on the shift change schedule. On January 1st each year, positions will be adjusted by Company seniority.

This schedule is to remain in effect until cancelled by either party by giving thirty (30) days written notice of the party's intent to cancel.

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 R. C. Bailey
Manager - 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

March 9, 1992

By Joe McHenry
Business Manager