

PACIFIC GAS AND ELECTRIC COMPANY

PGE

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March 4, 1983

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to negotiations on Geysers Power Plant commute transportation, Company proposes to amend Exhibit VI-B, effective no later than 90 days from the signing of the Agreement or as soon as leasing arrangements are completed, by eliminating the present commitment to provide transportation for weekly employees to and from Healdsburg and the Geysers Administration Center. In its place, Company proposes a combination of Company sponsored van/car pools and paid incentives for private car pools for Division employees regularly assigned to the Geysers Power Plant. It is understood that the starting and quitting time for day employees and day shift employees are 0800 and 1600 at the employees' designated headquarters. Permanent change of headquarters to the Little Geysers Administration Center will be completed pursuant to Section 206.17 of the Physical Agreement.

Further, at Union's request, representatives of General Construction have agreed to meet with the Union following the conclusion of Exhibit VI-B negotiations to discuss potential incentives for General Construction employees at the Geysers to form van/car pools.

Attached are the proposed amendments to Exhibit VI-B.

If you are in accord with the foregoing and the 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 *W. W. Bright*
 Manager of Industrial Relations

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

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

March 31, 1983

By *Jack McNally*
 Business Manager

Amendments to Exhibit VI-B

Special Conditions Applicable to Geysers Power Plant

1. All Division employees regularly assigned to the Geysers Power Plant will be paid an in-lieu allowance of \$25 per week. This allowance is to be paid for a 52-week work schedule. Company will withhold applicable payroll taxes.
2. To provide an incentive for employees to form van/car pools, Company will:
 - a) provide an additional allowance of \$6 per day worked, but not more than once per day, to all employees who form a private car pool, subject to the restrictions in A below, or
 - b) provide Company-leased vans or cars to those employees who form pools, subject to the restrictions in B below. An additional allowance will not be paid to those employees utilizing Company-leased vehicles.
3. Company reserves the right to assign Company vehicle to employees in lieu of the additional allowances contained herein should plant operations require it.
4. Should an employee not be allowed the use of the car/van pool because of emergency overtime or temporary shift change, he shall be paid an additional allowance equivalent to the straight-time rate of pay for the one-way travel time allotment.
5. In the case of relief employees who are not able to join a car/van pool because of irregular assignments, the in-lieu allowance and an additional allowance of \$7 per day will be paid.

A. Private Car Pools

1. Car pools must consist of three or more employees including driver.
2. Car pools will be provided preferential parking at all headquarters.
3. Participants in car pools will be provided transportation from the Plant to their home in the event that Company requirements cause them to miss their ride and other arrangements cannot be made.
4. Names of all car pool members will be provided to the Company when the car pool is established.
5. A daily sign-in log will be kept in each commute vehicle and will be turned in to the driver's Foreman each Friday.
6. An employee permanently leaving a car pool must notify Company of such change by the end of the next working day. The remaining car pool members must also notify Company of such change by the time the next

daily sign-in log is turned in. Following timely notification, the remaining car pool members shall have 30 calendar days in which to re-establish the required compliment defined in 1 above, unless Company causes an employee to leave a car pool by reason of schedule change.

B. Company-Leased Van/Car Pools

1. Car pools must consist of four or more employees including driver to qualify for an intermediate size sedan.
2. Van pools must consist of at least six, but not more than nine, employees including the driver to qualify for a 3/4-ton van.
3. Company will provide the vehicles and pay all lease costs, maintenance and insurance.
4. Vehicle leases will not exceed four years or 80,000 miles, whichever comes first.
5. Operating costs for gas and oil will be paid by the pool members.
6. Van/car pool members have the responsibility of:
 - a) establishing pick-up and drop-off points,
 - b) establishing and collecting operating costs,
 - c) establishing rules and enforcing them,
 - d) establishing the membership of the van/car pool. Company will not dictate the membership of the van/car pool at any time.
7. Van/car pools will be provided preferential parking at all headquarters.
8. Participants in van/car pools will be provided transportation from the Plant to their home in the event that Company requirements cause them to miss their ride and other arrangements cannot be made.
9. Names of all van/car pool members will be provided to the Company when the van/car pool is established.
10. A daily sign-in log will be kept in each commute vehicle and will be turned in to the driver's Foreman each Friday.
11. An employee permanently leaving a van/car pool must notify Company of such change by the end of the next working day. The remaining van/car pool members must also notify Company of such change by the time the next daily sign-in log is turned in. Following timely notification, the remaining van/car pool members shall have 30 calendar days in which to re-establish the required compliment defined in 1 and 2 above, unless Company causes an employee to leave a car pool by reason of schedule change.

- C. Company recognizes a responsibility to attempt to accommodate employees in regards to shift changes and maintenance requirements to assist in forming and continuing pools. If shift changes are made to accommodate the employee, the overtime penalty will not be paid.