

PACIFIC GAS AND ELECTRIC COMPANY

PG&E



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June 9, 1986

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:

Company proposes to amend Exhibit VI-B, the Geysers Commute Agreement, as attached. The changes are necessary to correct some recent administrative concerns, and the amendments reflect Company's understanding of the agreement reached between the parties in recent Ad hoc negotiations.

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 J. W. Boabright Jr
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

By Jack McNally
Business Manager

Aug 15, 1986

Amendments to Exhibit VI-B

Special Conditions Applicable to Geysers Power Plant

1. All Geothermal Operations 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 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 provided vehicles.
3. Company reserves the right to assign Company vehicles 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. When, because of a prearranged overtime assignment on a regular workday, an employee is unable to utilize his or her regular car/van pool, Company will make every effort possible to provide Company transportation. When, because of a prearranged assignment on a non-workday, an employee is unable to utilize his/her regular car/van pool, Company will make every effort to provide available designated commute vehicle for transportation. In lieu of such available transportation, Company will provide a flat rate of \$6 to each employee providing their own transportation.
6. In the case of those 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 \$9 per day will be paid. Should a relief employee be able to join a car pool, this allowance would not be applicable and the regular car pool allowance would prevail. The Company shall provide a Company-sponsored vehicle for those Relief Operators who are able to obtain three people to car pool with and item B.11. would also apply.
7. Both private and Company Commute Groups must be formed prior to the beginning of the four access roads to the Geysers or at the established Socrates Mine Road parking area. These established access roads are Hwy. 175 and Socrates, Bottlerock and Sawmill, Hwy. 101 and Geysers Road (Cloverdale) and Old Red Winery and Geysers Road (Healdsburg) unless a pool members' residence is beyond these points.

A. Private Car Pools

1. Car pools must consist of three or more employees including driver. However, if no more than two operations employees are using the same access road, defined in paragraph 7 above, on the same schedule, two operations employees will then constitute a private car pool in that area. At the time another employee uses that access road the two person car pool has 30 days to pick up that other employee or the car pool is dissolved.
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 in writing when the car pool is established or modified.
5. A daily sign-in log will be kept in each commute vehicle and will be turned in to the driver's Foreman or Supervisor each Friday.
6. An employee permanently leaving a car pool must notify Company of such change in writing by the end of the next working day. The remaining car pool members must also notify Company of such change in writing by the time the next daily sign-in log is turned in to the designated area. 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.

B. Company-Provided Van/Car Pools

1. Car pools must consist of four or more maintenance employees, or three or more operations employees, including driver to qualify for a sedan of comparable size to that currently being used.
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 or comparable vehicle, such as a Suburban or Carryall.
3. Company will provide the vehicles and pay all maintenance and insurance costs.
4. Vehicles provided by the Company 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, enforcing them, and making necessary arrangements (e.g., if a car pool member has a mid-shift doctor's appointment, the Company is not responsible for providing vehicle). In the case of unforeseen illnesses or emergencies, Company will continue to provide transportation.
 - d) establishing the membership of the van/car pool. Company will not dictate the membership of the van/car pool at any time,
 - e) indicating any members absence (vacation, sick leave, attendance at Company schools, leave of absence, etc.) and reason, therefore, on the daily sign in log,
 - f) complying with all Company rules, regulations, procedures, and practices.
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 in writing when the van/car pool is established or modified.
10. A daily sign-in log will be kept in each commute vehicle and will be turned in to the driver's Foreman or Supervisor each Friday.
11. An employee permanently leaving a van/car pool must notify Company of such change in writing by the end of the next working day. The remaining van/car pool members must also notify Company of such change in writing by the time the next daily sign-in log is turned in to the designated area. 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.
12. Item B.11. also applies when Relief Operators with three people to a car pool have been provided a Company-sponsored vehicle and are not able to maintain a three-person compliment.

13. The assigned commute vehicles shall be housed at employees' residences.
- 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.