



IBEW LOCAL UNION 1245

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

P.O. Box 4790, Walnut Creek, CA 94596

(3063 Citrus Circle) • (415) 933-6060

July 6, 1988

Pacific Gas and Electric Company
215 Market Street
San Francisco, CA 94106

Attention: Mr. Richard B. Bradford, Manager of Industrial Relations

Gentlemen:

Pursuant to Section 202.16 of the Physical Agreement, Union proposes to establish a 12-hour rotating shift schedule for Pressure Operators at the Fresno Gas Load Center. This specific agreement will be in accordance with the generic 12-hour shift agreement (R2-86-89-PGE) with the exception of the areas noted below. The pay factor for the Fresno Gas Load Center will be .967742 based upon a six-week cycle.

SHIFT SCHEDULE

Attached as Exhibit 1 is the proposed shift schedule for the Fresno Gas Load Center. The shift schedule also outlines the starting time for each shift. Twelve-hour shifts will be 7:00 a.m. to 7:00 p.m. and 7:00 p.m. to 7:00 a.m.

RELIEF EMPLOYEES

Relief employees will be utilized within the 12-hour shift schedule only when relieving for Pressure Operators on shift. When not relieving for a Pressure Operator, the Relief employees will work a 40-hour week consisting of one of the following schedules:

- 1) Three 8-hour workdays
One 12-hour workday
One 4-hour workday
- 2) Three 12-hour workdays
One 4-hour workday
- 3) Two 12-hour workdays
Two 8-hour workdays
- 4) Five 8-hour workdays with the scheduled hours of 7:00 a.m. - 3:00 p.m.

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The Relief may also be required to work a schedule of four 12-hour days when relieving a Pressure Operator. On such occasions the Relief will be paid for 40 hours at the Exhibit X rate of pay and eight hours at the overtime rate of pay.

The Relief employees will work the 5-day, 8-hour workday schedule unless required to relieve a Pressure Operator on a 12-hour schedule.

The Relief Operators will be paid at the Exhibit X rate of pay for any hours up to twelve hours on a 12-hour scheduled workday, eight hours on a scheduled 8-hour workday and four hours on a 4-hour scheduled workday. The Reliefs will be paid at the appropriate overtime rate for any hours they are required to work outside the scheduled hours. Four-hour shifts will be scheduled during the 8-hour shift time period.

WAGES FOR PRESSURE OPERATORS

Exhibit 2 outlines the wage schedule for the Pressure Operators at the Fresno Gas Load Center. The pay factor for Fresno is .967742 based upon a six-week pay cycle.

Eight hours of overtime in a 48-hour week will be referred to as code "X" overtime and will be paid at time and one-half the adjusted hourly rate. The adjusted hourly rate is determined by multiplying the current hourly rate by a factor of .967742. All paid time off in a 48-hour week will not reduce the overtime entitlement.

All hours in excess of 36 hours in a 36-hour week and 48 hours in a 48-hour week will be considered code "1" overtime and will be paid at time and one-half the wage rate listed in Exhibit X.

HOLIDAYS

The six holidays which the employees elected to observe are as follows: Memorial Day, July 4th, Labor Day, Thanksgiving, Christmas, and New Years.

VACATION

Vacations will be scheduled by seniority within the headquarters.

ELECTION DAYS

On election days, affected day-shift employees will be permitted sufficient time to vote during working hours provided the employee is unable to vote during non-work hours.

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


If you are in accord with the foregoing and attachments and agree thereto, please

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so indicate in the space provided below and return one executed copy of this letter to the Union.

Very truly yours,

LOCAL UNION 1245, IBEW

By 
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

7-11-88, 1988

By 
Manager of Industrial Relations

Exhibit 1

	MAR							APR													
	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CARTWRIGHT	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	X	N	N	N
DARNELL	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	N	N	N	X	X	D
DAVIES	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
STEVENS	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
ARNOLD				D														D			
MITCHELL											D										
=====																					
	APR							APR													
	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CARTWRIGHT	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
DARNELL	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
DAVIES	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D
STEVENS	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	X	X	X	N	N	N
ARNOLD																					
MITCHELL																					D

	MAY																				
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CARTWRIGHT	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	X	N	N	N
DARNELL	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	N	N	N	X	X	D
DAVIES	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
STEVENS	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
ARNOLD				D														D			
MITCHELL											D										

	MAY							JUNE													
	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CARTWRIGHT	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
DARNELL	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
DAVIES	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D
STEVENS	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	X	X	X	N	N	N
ARNOLD																					
MITCHELL																			D		

	JUNE														JULY						
	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CARTWRIGHT	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	X	N	N	N
DARNELL	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	N	N	N	X	X	D
DAVIES	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
STEVENS	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
ARNOLD					D														D		
MITCHELL												D									

	JULY																				
	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CARTWRIGHT	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
DARNELL	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
DAVIES	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D
STEVENS	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	X	X	X	N	N	N
ARNOLD																					
MITCHELL																				D	

	JULY							AUG													
	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CARTWRIGHT	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	X	N	N	N
DARNELL	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	N	N	N	X	X	D
DAVIES	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
STEVENS	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
ARNOLD				D														D			
MITCHELL											D										

	AUG														SEP						
	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CARTWRIGHT	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
DARNELL	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
DAVIES	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D
STEVENS	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	X	X	X	N	N	N
ARNOLD																					
MITCHELL																		D			

	OCT														NOV						
	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CARTWRIGHT	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	N	N	N	
DARNELL	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	N	N	N	X	X	D
DAVIES	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
STEVENS	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
ARNOLD				D														D			
MITCHELL											D										
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	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CARTWRIGHT	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
DARNELL	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
DAVIES	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D
STEVENS	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	X	X	X	N	N	N
ARNOLD																					
MITCHELL																			D		

	NOV							DEC													
	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CARTWRIGHT	X	X	X	X	N	N	N	N	X	X	X	D	D	X	X	X	X	X	N	N	N
DARNELL	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	N	N	N	X	X	D
DAVIES	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
STEVENS	N	X	X	X	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
ARNOLD					D														D		
MITCHELL												D									

	DEC							JAN													
	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CARTWRIGHT	N	X	X	D	D	D	X	X	N	N	N	X	X	D	D	D	D	X	X	X	X
DARNELL	D	D	D	X	X	X	X	X	X	X	X	N	N	N	N	X	X	X	D	D	X
DAVIES	X	X	X	X	N	N	N	N	X	X	D	D	D	X	X	N	N	N	X	X	D
STEVENS	X	N	N	N	X	X	D	D	D	D	X	X	X	X	X	X	X	X	N	N	N
ARNOLD																					
MITCHELL																				D	

Date: March 17, 1988
To: FRANK HUTCHINS
RICK KANGAIL
From: PRESSURE OPERATORS AND RELIEF PRESSURE OPERATORS,
FRESNO GAS LOAD CENTER
Subject: 12-HOUR SHIFT SCHEDULE



We, the undersigned, agree to continue on the 12-hour shift schedule at Fresno Gas Load Center as a permanent schedule. We have been trying the 12-hour shift schedule on a trial basis since October 4, 1987. We consider the 12-hour shift schedule better than the 8-hour rotating shift schedule.

JIM ARNOLD

Jim Arnold

JIM CARTWRIGHT

Jim Cartwright

RALPH DARNELL

Ralph Darnell

WARREN DAVIES

Warren Davies

ED MITCHELL

Eldon H. Stevens

ELDON STEVENS

LOJohnson(821-5653):lj

FRESNO GAS LOAD CENTER
 12 HOUR SHIFT WAGE SCALE

1988

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>PROGRESSION</u>	<u>40 Hr. Refer. Rate</u>	<u>12 Hr. Shift Rate</u>	<u>36 Hr. Week Pay</u>	<u>48 Hr. Week Pay</u>
1720	Pressure Opr.	Start 6 mos.	699.10 728.90	676.55 705.39	608.89 634.85	879.52 917.01