

Pacific Gas and Electric Company215 Market Street
San Francisco, CA 94106
415/972-7000

August 17, 1989

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

Gentlemen:

Pursuant to Section 202.16 of the Physical Agreement, Company proposes to establish a temporary 12-hour shift schedule for certain employees located at Tiger Creek in Central Area Hydro for a six month test period to begin concurrent with the start of the first pay period following agreement. 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.

1. AFFECTED EMPLOYEES

Positions to be included in this schedule will be five (5) System Operator 2's and two (2) Relief System Operator 2's headquartered at Tiger Creek.

2. SHIFT SCHEDULE

The shift schedule shall be a rotating schedule which will allow the System Operators to reach the equivalent of 40 hours per week in 5 weeks. The schedule is detailed in Attachment A. All 12 hour shifts shall begin at 7:00 a.m. or 7:00 p.m. All 8 hour shifts for System Operators shall be 8:00 a.m. to 4:00 p.m.

3. WAGES

Revised wage rates for the System Operator 2 classification will be determined using the formula shown in Attachment B. All overtime compensation will be based on the adjusted rate of pay (Code X).

4. RELIEF OPERATORS

Relief Operators will assume basic 4/10 schedules, one Monday through Thursday and one Tuesday through Friday, allowing the most senior employee to select his preference. The basic hours of work for Relief Operators will be from 7:00 a.m. to 5:00 p.m.

The Relief Operator may also be required to work a schedule of four 12-hour days when relieving an absent System Operator. On such occasions, the Relief will be paid for 40 hours at the Exhibit X rate of pay and 8 hours at the overtime rate of pay. If the Relief Operator is required to work three 12-hour shifts when relieving an absent System Operator, a 4-hour work day will be required. A four hour shift will normally start at 7:00 a.m.

Relief Operators will be paid at the Exhibit X rate of pay for any hours up to 12 hours on a 12-hour scheduled work day, 10 hours on a 10-hour scheduled work day, 8 hours on an 8-hour scheduled work day and 4 hours on a 4-hour scheduled work day. This will result in the Relief Operator receiving the Exhibit X rate of pay for the 40 hour work week. The Reliefs will be paid the appropriate overtime rate for any hours worked outside the scheduled hours. Relief Operators who have worked 40 hours or more in the work week at the straight time rate of pay may be sent home for the remainder of the week, subject to relief or operational needs.

5. OVERTIME

During the period from 4:00 p.m. to 7:00 p.m., when there is a Relief System Operator available on straight time, he shall not be used for work outside the station that would otherwise be assigned to a Roving Operator on an overtime basis.

6. SICK LEAVE, VACATIONS AND HOLIDAYS

- a) An employee's total entitlement in each of the above categories will be converted to hours. A work day will consist of the regularly scheduled hours of work and the employee who is off work for any of the above reasons will be charged for the amount of regularly scheduled hours for that day in the appropriate category and paid on the basis of the applicable wage rate for that classification. Bonus vacation days shall also be converted to hours and such time must be taken in the year granted. Any hours of entitlement less than 12 will be carried over to the next calendar year with the exception of bonus vacation.

- b) Employees will be allowed to voluntarily reschedule vacation periods using the process outlined in Section 111.13 of the Physical Agreement at the beginning of the implementation of this schedule. Any employee who scheduled a vacation period(s) during the March sign-up may retain such vacation period(s) regardless of seniority. Section 111.13 shall be scheduled with a minimum of 10 days' notice to the employee's supervisor under the provisions and restrictions of Section 111.12.
- c) Relief Operators may take vacation in a minimum of 4 hour increments for the entire period of time they would be otherwise scheduled to work when scheduled for a less than 10-hour work day.
- d) Employees will observe the following fixed holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas.

7. JURY DUTY AND FUNERAL LEAVE

Time off for one of the above reasons, which occurs on a regularly scheduled work day, will result in the employee being credited with the amount of regular scheduled hours for that day as hours worked, for pay purposes. An employee called as a witness, per Subsection 101.11(a), shall be credited with the amount of regular scheduled hours for that day as hours worked at the appropriate rate of pay.

8. FILLING VACANT POSITIONS

If the Relief Operators are not available, and the Company elects to fill such vacancy other than by reassignment on the watch or the utilization of adjacent watch personnel, the following sequence shall be utilized:

- 1) Call in the shift employee who is on his "long change" (the operator who will be called is the operator who has the most days off on his non-workdays).
- 2) Call in the shift employee on his non-workday who is scheduled to return to work on the same shift that is vacant.
- 3) Call in the shift employee on his non-workday who previously worked the same shift that is vacant.
- 4) Assign the employee who worked the previous shift while attempting the call-out of another employee.

9. HOURS

As a 202.17 schedule is not anticipated to be implemented during this trial period, Item 6, Hours of the generic agreement shall not be applicable to this agreement.

10. CONTINUATION OF 12-HOUR SHIFTS

Either the Company or the Union reserves the right to return to the 8-hour shift schedule by giving 30 days' notice.

If you are in accord with the foregoing and attachments 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 Richard B. Bradford
Manager of Industrial Relations

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

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

Sept 26, 1989

By Jack McKinley
Business Manager

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TIGER CREEK 12-HOUR SHIFT OPERATING SCHEDULE

OPERATORS	Week 1							Week 2							Week 3							Week 4							Week 5																					
	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa															
NEUVERT	N	N	X	X	D	D	X	X	X	N	N	X	X	D	D	D	X	X	N	N	X	X	D	D	X	X	X	X	8	8	8	8	X	X	X	X	D	D	X	X	N	N	X	X	D	D	X	X	N	N
BALLARD	X	X	N	N	X	X	D	D	D	X	X	N	N	X	X	8	8	8	8	X	X	X	X	D	D	X	X	N	N	N	X	X	D	D	X															
RASMUSSEN	D	D	X	X	G	G	X	X	8	8	8	8	X	X	X	X	D	D	X	X	N	N	N	X	X	D	D	X	X	X	N	N	X	D																
ALLEN	X	8	8	8	8	X	X	X	X	D	D	X	X	N	N	N	X	X	D	D	X	X	X	N	N	X	X	D	D	D	X	X	N	N	X															
WALLACE	X	X	D	D	X	X	N	N	N	X	X	D	D	X	X	X	N	N	X	X	D	D	D	X	X	N	N	X	X	8	8	8	8	X	X															

Attachment A

Attachment A

ADJUSTED WAGE SCHEDULE FOR SYSTEM OPERATOR 2'S AT TIGER CREEK

Existing Schedule and Wages:

Week	Hrs Wkd	S/T Pay Eqv.
1	40	40
2	40	40
3	40	40
4	40	40
5	40	40

TOTAL = 200

Twelve Hour Schedule and Wages:

Week	Hrs Wkd	S/T Pay Eqv.
1	48	52
2	36	36
3	48	52
4	32	32
5	36	36

TOTAL = 208

The adjusted hourly rate is determined by dividing 200, the compensable hours in a current 5 week cycle, by 208, the number of compensable hours in the new schedule, multiplied by the current hourly rate:

$200/208 = .9615384$ (Conversion Factor)
 System Oper 2 weekly rate from Exhibit X = \$794.65
 System Oper 2 hourly rate = $\$794.65/40 = \19.8662
 $\$19.8662 \times .9615384 = \19.1021 (12-hour shift hourly rate (Code X))

Therefore, pay is determined by multiplying all scheduled work hours, including overtime for hours exceeding 40 hours in a 48 hour week, by the Code X (12-hour shift hourly rate).

The Tiger Creek System Operator 2 Wage Schedule is as follows:

<u>CODE</u>	<u>CLASS</u>	<u>STEP</u>	<u>40 HR.</u>	<u>12 HR.</u>	<u>32 HR.</u>	<u>36 HR.</u>	<u>48 HR.</u>
			<u>RATE</u>	<u>SHIFT</u>	<u>WEEK</u>	<u>WEEK</u>	<u>WEEK</u>
				<u>RATE</u>	<u>PAY</u>	<u>PAY</u>	<u>PAY</u>
1806	Sys Op 2	Start	789.25	758.89	607.11	683.00	986.56
		6 Mo.	794.65	764.08	611.27	687.67	993.30

ATTACHMENT B