

**Pacific Gas and Electric Company**215 Market Street  
San Francisco, CA 94106  
415/972-7000

January 25, 1990

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 12-hour rotating shift schedule for System Operators located at Fulton Substation in Redwood Region 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.

#### SHIFT SCHEDULE

Attached as Exhibit 1 is the proposed shift schedule for the Fulton Substation. The shift schedule also outlines the starting time for each shift.

#### 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 6 weeks. The schedule is detailed in Exhibit 1. All 12-hour shifts shall begin at 6:00 a.m. or 6:00 p.m.

#### RELIEF EMPLOYEES

Relief employee(s) will be utilized within the 12-hour shift schedule, only when relieving for the System Operators on shift. When not relieving, they will work a 10 and 4 schedule, starting at 7:00 a.m. and ending at 3:00 p.m. The Relief Operators will 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 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 4-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, 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.

#### WAGES

Exhibit 2 outlines the wage schedule for the System Operators. The pay factor for Fulton Substation is .9677419 based upon a six-week pay cycle.

Eight hours of overtime in a 48-hour week will be referred to Code "X" overtime and will be paid at time-and-one-half the adjusted hourly rate. The adjusted hourly rate is determined by multiplying current hourly rate by a factor of .9677419. 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 the applicable overtime rate for 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 Year's.

#### 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.

HOURS

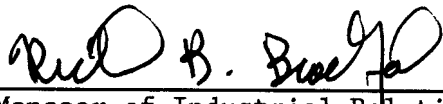
As a 202.17 schedule is not anticipated to be implemented during the trial period, Item 6, Hours, of the generic agreement shall not be applicable to this agreement.

This agreement will continue in force during the six-month test period or until such time either party gives the other 60 days notice of cancellation.

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   
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

Feb 2, 1990

By   
Business Manager

:nj

1990

Exhibit #1

(6 week pay cycle)

| Schedule | S    | M | T | W | T | F | S | S    | M    | T  | W  | T  | F  | S  | S     | M  | T  | W  | T  | F  | S  | S     | M  | T  | W  | T  | F    | S  | S   | M  | T  | W | T | F    | S |      |   |   |   |   |      |    |      |    |    |    |    |    |    |        |    |    |    |    |    |    |       |    |    |    |    |    |   |      |   |   |   |   |   |   |      |    |    |    |    |    |    |      |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|----------|------|---|---|---|---|---|---|------|------|----|----|----|----|----|-------|----|----|----|----|----|----|-------|----|----|----|----|------|----|-----|----|----|---|---|------|---|------|---|---|---|---|------|----|------|----|----|----|----|----|----|--------|----|----|----|----|----|----|-------|----|----|----|----|----|---|------|---|---|---|---|---|---|------|----|----|----|----|----|----|------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| A        | N    |   |   |   |   |   |   | NNN  |      |    |    |    |    |    |       |    |    |    |    |    |    |       |    |    |    |    | NNMN |    |     |    |    |   |   | DD   |   |      |   |   |   |   | NNN  |    |      |    |    |    |    |    |    |        |    |    |    |    |    |    |       |    |    |    |    |    |   |      |   |   |   |   |   |   |      |    |    |    |    |    |    |      |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| B        | DDD  |   |   |   |   |   |   |      | NNNN |    |    |    |    |    | DD    |    |    |    |    |    |    |       |    |    |    |    | NNN  |    |     |    |    |   |   | DDDU |   |      |   |   |   |   | NNN  |    |      |    |    |    |    | D  |    |        |    |    |    |    |    |    |       |    |    |    |    |    |   |      |   |   |   |   |   |   |      |    |    |    |    |    |    |      |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| C        |      |   |   |   |   |   |   | NNNM |      |    |    |    |    |    | DDD   |    |    |    |    |    |    |       |    |    |    |    | NNNN |    |     |    |    |   |   |      |   |      |   |   |   |   | DD   |    |      |    |    |    |    |    |    |        |    |    |    |    |    |    |       |    |    |    |    |    |   |      |   |   |   |   |   |   |      |    |    |    |    |    |    |      |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| D        | NNN  |   |   |   |   |   |   | DDDD |      |    |    |    |    |    | NNNN  |    |    |    |    |    |    |       |    |    |    |    | DD   |    |     |    |    |   |   | NNN  |   |      |   |   |   |   | DDDD |    |      |    |    |    |    |    |    |        |    |    |    |    |    |    |       |    |    |    |    |    |   |      |   |   |   |   |   |   |      |    |    |    |    |    |    |      |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| E        | X    |   |   |   |   |   |   |      |      |    |    |    |    |    | X     |    |    |    |    |    |    |       |    |    |    | X  |      |    |     |    |    |   | X |      |   |      |   |   |   | X |      |    |      |    |    |    | X  |    |    |        |    |    |    |    |    |    |       |    |    |    |    |    |   |      |   |   |   |   |   |   |      |    |    |    |    |    |    |      |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| F        |      |   |   |   |   |   |   |      |      |    |    |    |    |    |       |    |    |    |    |    |    |       |    |    |    |    |      |    |     |    |    |   |   |      |   |      |   |   |   |   |      |    |      |    |    |    |    |    |    |        |    |    |    |    |    |    |       |    |    |    |    |    |   |      |   |   |   |   |   |   |      |    |    |    |    |    |    |      |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|          | Jan. |   |   |   |   |   |   | Feb. |      |    |    |    |    |    | March |    |    |    |    |    |    | April |    |    |    |    |      |    | May |    |    |   |   |      |   | June |   |   |   |   |      |    | July |    |    |    |    |    |    | August |    |    |    |    |    |    | Sept. |    |    |    |    |    |   | Oct. |   |   |   |   |   |   | Nov. |    |    |    |    |    |    | Dec. |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|          | 1    | 2 | 3 | 4 | 5 | 6 | 7 | 8    | 9    | 10 | 11 | 12 | 13 | 14 | 15    | 16 | 17 | 18 | 19 | 20 | 21 | 22    | 23 | 24 | 25 | 26 | 27   | 28 | 29  | 30 | 31 | 1 | 2 | 3    | 4 | 5    | 6 | 7 | 8 | 9 | 10   | 11 | 12   | 13 | 14 | 15 | 16 | 17 | 18 | 19     | 20 | 21 | 22 | 23 | 24 | 25 | 26    | 27 | 28 | 29 | 30 | 31 | 1 | 2    | 3 | 4 | 5 | 6 | 7 | 8 | 9    | 10 | 11 | 12 | 13 | 14 | 15 | 16   | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |

FULTON SUBSTATION

EXHIBIT 2

12-Hour Shift Wage Scale

WAGES

System Operator I weekly rate from Exhibit X = \$847.15 (1-1-90)

System Operator I hourly rate = \$847.15 - 40 = \$21.1787

\$21.1787 x .9677419 = \$20.49551 (12-hour shift hourly rate (Code X)).

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

| <u>Code</u> | <u>Class</u> | <u>Step</u> | <u>40 hr.<br/>Rate</u> | <u>12 hr.<br/>Shift<br/>Rate</u> | <u>36 hr.<br/>Week<br/>Pay</u> | <u>48 hr.<br/>Week<br/>Pay</u> |
|-------------|--------------|-------------|------------------------|----------------------------------|--------------------------------|--------------------------------|
| 1812        | Sys Op I     | Start       | 835.25                 | 808.31                           | 727.48                         | 1050.80                        |
|             |              | 6 Mo.       | 847.15                 | 819.82                           | 737.84                         | 1065.77                        |