



# LETTER AGREEMENT NO. R1-96-103-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
375 NORTH WIGET LANE, SUITE 150  
WALNUT CREEK, CALIFORNIA 94598  
(510) 746-4282

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(510) 933-6060

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MEL BRADLEY, MANAGER OR  
DAVID J. BERGMAN, CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

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November 25, 1996

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The Company proposes to supersede Letter Agreement 87-33 which established a local agreement at the Geysers for handling prearranged and emergency overtime during special assignments (overhauls and/or outages) with the following. For the purpose of this agreement, a special assignment will include a project that is for a duration of ten days or more and involves two or more groups of employees from separate Assembly Sites within Geysers Power Plant.

The following administrative procedures for handling prearranged overtime and emergency overtime will be followed when employees are assigned to a special project:

1. Prior to the start of a special assignment, the Company will estimate the number of employees required to complete the special assignment.
2. The special assignment work force will be responsible for performing all prearranged overtime and emergency overtime associated with the special assignment.
3. Separate emergency overtime and prearranged overtime lists will be established for the duration of the special assignment. Only employees assigned to the special assignment are eligible to sign this list.
4. When the assignment is complete, the employees will return to the Geysers Power Plant overtime lists with their total accumulated and charged hours.
5. Employees assigned to the special assignment will only be eligible to sign the weekly volunteer sign-up list for the special assignment. This list will be located at the assignment location.

- 6. Preranged overtime shall be made from a weekly volunteer sign-up list of employees with the employee who has the least amount of accumulated overtime hours (both worked and charge) receiving first consideration. All other employees in the classification who elected not to sign the list will be charged with the hours actually worked by the employee who accepts the assignment, or with the average of the hours actually worked if more than one employee is assigned.

Emergency overtime will be assigned within the special assignment group in accordance with Title 212 of the Physical Agreement.

- 7. In the event that there is an inadequate number of volunteers, Company will go to the Geysers' preranged and emergency overtime lists for volunteers.
- 8. Accumulated overtime hours (both worked and charged) will be posted weekly. This posting of accumulated hours shall be in the predetermined location.
- 9. The weekly sign-up list for volunteers shall be posted at the start of the day on Monday and will be removed at the start of the day on Thursday. It is understood that employees may remove themselves from this list anytime prior to the start of the workday on Thursday.

Special assignments that are less than ten days in duration and that involve less than two groups of employees will be covered under the existing agreement. Specifically, the Geysers' preranged and emergency overtime lists will be used when volunteers are needed for overtime situations.

Either party may cancel this Agreement by providing 30 day written notice of cancellation.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By:   
Chief Negotiator

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

Dec 2, 1996

By:   
Business Manager