

## PACIFIC GAS AND ELECTRIC COMPANY

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June 2, 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:

In accordance with Subsection 202.16(b) of the Physical Labor Agreement, the Company proposes to establish a shift schedule that provides for 24-hour coverage, seven days per week, with at least two employees on at all times, and relief coverage for the Diablo Canyon Power Plant Instrumentation and Controls Department.

The schedule is comprised of either overlapping ten days on, four days off, or overlapping five days on, two days off, with a quarterly shift rotation based on yearly shift selection, and is manned by up to 18 Shift Control Technicians, with up to six per shift on each of three shifts, and an adequate number of Relief Shift Control Technicians, per the existing Relief Agreement.

The Company and Union agreed to the following initial formula for assignment to the various shifts when an increase to four Technicians per shift is implemented.

- Four employees on days
- Four employees on mid-shift
- Four employees on swing-shift
- Four day pool employees
- Three relief employees
- Fourteen combined Traveling Control Technicians and Control Technicians

Company agreed to increase the Traveling and Control Technicians from 13 to 14 as indicated above when the increase to four Technicians per shift is implemented.

Additional Technicians on Shift

Any new positions authorized shall be Shift Control Technicians, Control Technicians or Traveling Control Technicians. It is permissible to increase the number of Technicians on each shift up to a maximum of six, provided:

- 1) The total number of Shift Control Technicians assigned to the swing and graveyard shifts combined shall not exceed 50 percent of the total number of Shift Control Technicians available at the beginning of each quarter. Relief Shift Control Technicians shall not be included as part of the total number of Shift Control Technicians. However, in no event shall the number of Shift Control Technicians be increased above the number designated prior to the annual shift sign-up. In order to increase the number of technicians on shift, the Company must have adequate manpower prior to shift selection.
  - 2) The total combined number of Control Technicians and Traveling Control Technicians shall not be less than the number of Shift Technicians assigned to shift work (excluding day-shift pool).
1. A 10-4 or a 5-2 workweek will be selected prior to the shift selection of each calendar year by a vote of all Shift Control Technicians. A majority vote of all Shift Control Technicians will be required to change the existing workweek selection. Any change in the workweek will take place at the first shift change of the new year and continue for four-shift quarters.

Each quarterly shift change will commence at 0000 on the first day of the Technician's pay period during the ten-day period preceding the start of each school quarter at California Polytechnic State University, San Luis Obispo. Quarterly start dates will be established prior to yearly schedule selection.

2. Shift schedule positions will be filled each year on a voluntary basis, based on a seniority list ("The Seniority List"). This list will initially be with the most senior Shift Technicians, by Company seniority, at the top; the next most senior Technician in the second position, and so on. As new Technicians are added during that year, they will be placed at the bottom of the seniority list, where they will remain for one selection cycle. The seniority list will be rotated in each of the following years, prior to selection, by moving the three most senior Technicians from the previous years' list, in turn, to the bottom of the list, but above any new Technicians added during that year prior to shift selection. Should vacancy(ies) occur during the year among the Technicians to be rotated, the remaining Technicians of the three are to be rotated.

Shift selection will occur during the third quarter of each year. This schedule will be established by the list's most senior Technician selecting the workweek, shift, and quarter of the employee's choice. The second senior Technician will then select a choice of one shift and so on until each Technician has selected a workweek and shift for each of the four quarters of the following year. Any subsequent vacancies in this schedule that are not covered by the "Relief Agreement" will be filled by the most senior volunteer in the unassigned day-shift group, if any; then by assignment by the Company of the least senior Technician in the

unassigned day-shift group, if any. No Technician may select a shift nor be assigned to a shift unless the employee's total time in the Instrument and Controls Department will be six months on the date the shift commences, without the concurrence of the Instrument and Controls Manager. For the purposes of shift selection and the filling of vacancies not covered by the "Relief Agreement," as outlined in Section 2 above, "Seniority," refers to a Technician's position on the "Seniority List" for the current year.

If an employee subsequent to making a selection wishes to change a previous selection, the change will count as a selection turn.

3. Each Shift Control Technician may be required to work one-quarter on day pool during each calendar year. During this period the Shift Control Technicians will receive required training; i.e., general employee, department, and any other prescribed training. During the shift selection of each calendar year, each Shift Control Technician will select one quarter of that year to be worked on day pool as the employee's initial selection to implement this paragraph. If the Company does not intend to utilize this provision, it will inform the Shift Control Technicians prior to yearly shift selection.
4. Additional Technicians, other than those required for shift coverage, will work a Monday through Friday 0800 - 1600 workweek. The Technicians on shift will work either 10-4 or 5-2 workweek as previously selected, 0000 - 0800, 0800 - 1600, or 1600 - 2400. Adjustments to these shifts may only be made with mutual consent of the Company and the Technician(s) involved per existing contract language. The workweek options will be as follows:

Workweek Option

10-4	S	M	T	W	T	F	S	S	M	T	W	T	F	S
WEEK														
A-1	O	O	O	X	X	X	X	X	X	X	X	X	X	O
A-2	X	X	X	X	O	O	O	O	X	X	X	X	X	X
A-3	X	X	X	X	X	X	X	X	X	O	O	O	O	X
A-4	O	O	X	X	X	X	X	X	X	X	X	X	O	O
A-5	X	X	X	X	X	O	O	O	O	X	X	X	X	X

\*If there are three employees or less working, Workweeks A-1 through A-3 will be followed.

If four or more employees are working, then Workweeks A-4 and A-5 will be followed.

If there are six employees working, then three employees will be on A-4 and three on A-5.

5-2	S	M	T	W	T	F	S	S	M	T	W	T	F	S
WEEK														
B-1	O	X	X	X	X	X	O	O	X	X	X	X	X	O
B-2	X	X	X	X	O	O	X	X	X	X	X	O	O	X
B-3	X	X	O	O	X	X	X	X	X	O	O	X	X	X
B-4	O	O	X	X	X	X	X	O	O	X	X	X	X	X
B-5	X	X	X	X	X	O	O	X	X	X	X	X	O	O

\*If there are three employees working, Workweek B-1 through B-3 will be utilized.

If there are four or more employees working, two or more employees will be on Workweek B-4 and two or more employees on Workweek B-5.

Each shift will be manned 0000 - 0800, 0800 - 1600, and 1600 - 2400.

In the event a Technician selects a 0000 - 0800 shift, immediately following a 1600 - 2400 shift, and these selections have neither the final Saturday of the 1600 - 2400 nor the first Sunday of the 0000 - 0800 shift as non-workdays, the Technician's first non-workday of the new 0000 - 0800 shift shall be moved to the first day (Sunday) of the new 0000 - 0800 shift. This day shall be without pay.

5. Relief coverage will be provided for under the existing "Relief Agreement."
6. Holidays - No more than two Shift Control Technicians shall be scheduled to work on a holiday when there is only routine work to perform. The employees that do not work on such holiday will receive the day off at the eight-hour straight-time pay.
7. If the Company increases or adds additional Control Technicians or Traveling Control Technicians or when a vacancy occurs, such position will be offered to the Shift Control Technicians with the most Company seniority before the job is offered through the normal bidding process. Therefore, normally any job vacancy that occurs for bid will be for a Shift Control Technician.
8. Company and Union agreed that there will be local discussion for the clarification of job duties within the Control Technician and Shift Control Technician classifications.

9. Should the Company be required to lower the number of Shift Control Technician on shift during the calendar year, employees who have made shift selections under this agreement and have a need to remain on such shift because of previous commitment, will be allowed to discuss this subject with their supervisor. It is not the intent to force that employee out of such shift.
10. Every effort will be made to provide appropriate training to all employees on a timely basis.
11. This shift schedule agreement is hereby determined and can only be revised by the Business Manager, Local Union No. 1245, IBEW, and the Manager of Industrial Relations, pursuant to Subsection 202.16(b) of the Physical Labor Agreement. The conditions of the schedule shall be treated as other shift schedules, and the provisions of the Labor Agreement Clarification, including the filling of vacancies, will be in effect.

If you are in accord with the foregoing 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 *W. W. Bright*  
Manager of Industrial Relations

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

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

*June 23*, 1986

By *Jack McKinney*  
Business Manager