

PACIFIC GAS AND ELECTRIC COMPANY

PGE + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

February 18, 1987

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 Operations employees at East Geysers Power Plant for a minimum test period of one year beginning on April 5, 1987. This specific agreement will be in accordance with the generic Twelve-Hour Shift Agreement (R2-86-89-PGE) with the exception of the areas noted below:

1. INITIAL ESTABLISHMENT OF SHIFTS

A joint Company-Union presentation will be made to affected employees prior to conducting an employee vote.

2. SHIFT SCHEDULE

A copy of the revised shift schedule is included as Attachment 1. There will be no Relief Shift Employees utilized.

3. WAGES

(a) Existing relief classifications will be integrated into the 12-hour schedule eliminating the relief classification. A payroll change tag shall be submitted for all affected employees indicating this is a temporary assignment. In the event the eight-hour shift is re-established, employees would return to their permanent classifications and relief status.

(b) Company reserves the right to send employees home four hours early during any 48-hour week worked if operating conditions permit. Overtime reduction will be equally distributed among all employees assigned to a specific watch schedule on a yearly basis. Employees who are sent home early during a workday on their 48 hour workweek and later take 6 hours or more of personal business with permission and without pay that week will be paid for the four hours they were sent home early.

- (c) In a 48-hour workweek employees will receive four hours overtime pay and up to eight hours' overtime pay at the time-and-one half rate as described below.
- (d) Four 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 will be determined by multiplying the current hourly rate by a factor of .97561, which is determined by dividing 80 hours, the number of compensable hours in a current two-week cycle, by 82 hours [36 + 40 + (4 x 1.5)], the number of hours of compensation an employee will receive for 80 hours worked in the new schedule. The other four hours of overtime in a 48-hour week will be considered Code 1 overtime and paid at time and one half the wage rate listed in Exhibit X. All paid time off in the 48-hour week will not reduce the Code X overtime entitlement.
- (e) All hours in excess of 36 hours in the 36-hour week and 44 hours in the 48-hour week will be considered Code 1 overtime as listed in Exhibit X.
- (f) Revised wage rates for each classification are included as Attachment 2.
- (g) An example of the current and revised pay practice is shown below.

- o Two-Week Pay Period with Eight-Hour Shifts

Sr. Control Operator working 84 hours in two weeks:

Two Weeks' Pay

$$\begin{aligned} &= (\text{S.C.O. Weekly Rate} + 40 \text{ hrs}) (4 \text{ hrs}) (1.5 \text{ OT rate}) \\ &= (770.00) (2) + (770.00 \div 40) (6) = \$1655.50 \end{aligned}$$

- o Two-Week Pay Period with 12-Hour Shifts

Sr. Control Operator working 84 hours in two weeks:

Two Weeks' Pay

$$\begin{aligned} &= (\text{Revised S.C.O. Weekly Rate} + 40 \text{ hrs}) (36 \text{ hrs}) + \\ &\quad (\text{Revised S.C.O. Weekly Rate} + 40 \text{ hrs}) (46 \text{ hrs}) + \\ &\quad (\text{Original S.C.O. Weekly Rate} + 40 \text{ hrs}) (6 \text{ hrs}) \\ &= (751.22 + 40) (36) + (751.22 + 40) (46) + (770.00 + 40) (6) = \\ &\quad \$1655.50 \end{aligned}$$

4. UPGRADES

The test period will require the temporary upgrading of various classifications within the plant(s) to provide an appropriate shift make-up.

5. SHIFT PREMIUM

To facilitate easy record keeping, employees who begin their day or night shift on Sunday will receive the Sunday Shift premium for twelve hours.

6. VACATIONS

Vacations will normally be scheduled by consecutive work days. Forty-four hours of vacation will be charged when scheduling 4 consecutive vacation days in a 48-hour workweek.

7. PAID TIME OFF

Paid time off in daily increments shall normally be charged on the 12-hour basis. However, on the fourth scheduled day in a 48-hour workweek an employee shall be charged 8 hours unless they have already been paid 8 hours on another day in that workweek.

8. SCHOOLS

Employees attending 40-hour schools will receive 40 hours pay if they were normally scheduled to work a 36-hour workweek or 44 hours pay if they were normally scheduled to work a 48-hour workweek during the week they attended school. The hourly rate of pay for the 40-hour week will be based on the total number of hours worked in the two week pay period.

This agreement will continue in force 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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By J. W. Bonbright / CFP
Manager of Industrial Relations

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

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

Feb 23, 1986

By Jack McKinney
Business Manager

TWELVE HOUR SHIFT SCHEDULE

- o Two Shifts/day (0700 - 1900 and 1900 - 0700)
- o Rotating Shifts
- o Sunday - Saturday Schedule
- o 4 Week Cycle

Two 48 Hour Workweeks (Four 12-Hour Days)
 Two 36 Hour Workweeks (Three 12-Hour Days)

	<u>Su</u>	<u>M</u>	<u>Tu</u>	<u>W</u>	<u>Th</u>	<u>F</u>	<u>Sa</u>	
Week 1	o	o	o	o	N	N	N	36 hrs
Week 2	N	o	o	o	D	D	D	48 hrs
Week 3	o	N	N	N	o	o	o	36 hrs
Week 4	D	D	D	D	o	o	o	<u>48 hrs</u>
								168 hrs

o = off
 D = day shift
 N = night shift

SAR:gf
 (1/12/87)

Attachment 1

STEAM GENERATION DEPARTMENT

12 HOUR SHIFT WAGE SCALE

CODE	CLASSIFICATION	PROGRESSION	$\frac{a.}{(\frac{c}{40})}$	$\frac{b.}{(\frac{d}{40})}$	$\frac{c.}{\text{(Exhibit X)}}$	$\frac{d.}{(c)(.97561)}$	$\frac{e.}{(\frac{d}{40})(36)}$	$\frac{f.}{(\frac{d}{40})(46)+(\frac{c}{40})(6)}$	$\frac{g.}{2+(\frac{c}{40})(6)}$	$\frac{h.}{(e+f)}$
			CURRENT HOURLY RATE (Code 1)	12 HOUR SHIFT HOURLY RATE (Code x)	CURRENT 40 HR WEEK PAY	40 HR WEEK PAY WITH 12 HR RATE	PROPOSED 36 HR WEEK PAY	PROPOSED 48 HR WEEK PAY	CURRENT PAY FOR 84 HRS IN 2 WEEKS	PROPOSED PAY FOR 84 HRS IN 2 WEEKS
1560	Auxiliary Operator	Start *	12.26	11.96	490.50	478.54	430.69	623.90	1054.58	1054.59
		End 6 mos. *	12.94	12.63	517.70	505.07	454.56	658.49	1113.06	1113.05
		Start **	13.07	12.75	522.70	509.95	458.96	664.85	1123.81	1123.81
		End 6 mos. **	13.35	13.03	534.15	521.12	469.01	679.41	1148.42	1148.42
		End 1 yr.	13.87	13.54	554.95	541.41	487.27	705.86	1193.14	1193.13
		End 18 mos.	14.36	14.01	574.55	560.54	504.49	730.80	1235.28	1235.29
		End 2 yrs.	14.82	14.45	592.60	578.15	520.34	753.76	1274.09	1274.10
End 30 mos.	15.34	14.96	613.40	598.44	538.60	780.22	1318.81	1318.82		
1580	Sr. Control Oper		19.25	18.78	770.00	751.22	676.10	979.40	1655.50	1655.50
1585	Control Operator	Start	17.73	17.30	709.35	692.05	622.85	902.26	1525.10	1525.11
		End 6 mos.	18.69	18.23	747.50	729.27	656.34	950.79	1607.13	1607.13
1589	Asst Control Oper	Start	16.80	16.39	671.95	655.56	590.00	854.69	1444.69	1444.69
		End 6 mos.	17.23	16.81	689.35	672.54	605.29	876.82	1482.10	1482.11
1716	Power Plant Oper	Start	18.18	17.74	727.35	709.61	638.64	925.15	1563.80	1563.79
		End 6 mos.	18.56	18.10	742.20	724.10	651.69	944.05	1595.73	1595.74
1718	Asst Pwr Plt Oper	Start *	12.26	11.96	490.50	478.54	430.69	623.90	1054.58	1054.59
		End 6 mos. *	12.94	12.63	517.70	505.07	454.56	658.49	1113.06	1113.05
		Start **	13.07	12.75	522.70	509.95	458.96	664.85	1123.81	1123.81
		End 6 mos. **	13.35	13.03	534.15	521.12	469.01	679.41	1148.42	1148.42
		End 1 yr.	13.87	13.54	554.95	541.41	487.27	705.86	1193.14	1193.13
		End 18 mos.	14.36	14.01	574.55	560.54	504.49	730.80	1235.28	1235.29
		End 2 yrs.	14.82	14.45	592.60	578.15	520.34	753.76	1274.09	1274.10
		End 30 mos.	15.34	14.96	613.40	598.44	538.60	780.22	1318.81	1318.82
		End 3 yrs.	15.98	15.59	639.05	623.46	561.11	812.84	1373.96	1373.95
		End 42 mos.	16.80	16.39	671.95	655.56	590.00	854.69	1444.69	1444.69
1725	Sr. Pwr Plt Oper		19.49	19.01	779.40	760.39	684.35	991.36	1675.71	1675.71

* Hired 1/1/83 and after
 ** Hired 12/31/82 and before

(1/12/87)

Attachment 2

INDIVIDUAL WATCH & DAY OFF SCHEDULE 1987

SCHEDULE NO. 1987

NAME _____ STATION _____ WORK WEEK Sun Sat Work week

OCCUPATION 12 Hour Shift Schedule _____ STARTING 1986

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	A	B	U	D	
JAN	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	NOV	DEC						
25	22	22	19	17	14	11	9	6	4	NOV 29	30	DEC 29		SUN	X		X		
26	23	23	20	18	15	12	10	7	5	2	3	DEC 29		MON					
27	24	24	21	19	16	13	11	8	6	3	4	2		TUE					
28	25	25	22	20	17	14	12	9	7	4	5	3		WED					
29	26	26	23	21	18	15	13	10	8	5	6	4		THU	X		X		
30	27	27	24	22	19	16	14	11	9	6	7	5		FRI	X		X		
31	28	28	25	23	20	17	15	12	10	7	8	6		SAT	X		X		
FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	NOV	DEC			SUN					
2	2	30	27	25	22	20	17	14	12	9	7	6		MON	X		X		
3	3	31	28	26	23	21	18	15	13	10	8	7		TUE	X		X		
4	4	APR	29	27	24	22	19	16	14	11	9	8		WED	X		X		
5	5	2	30	28	25	23	20	17	15	12	10	9		THU	D		X		
6	6	3	MAY	29	26	24	21	18	16	13	11	10		FRI			X		
7	7	4	2	30	27	25	22	19	17	14	12	11		SAT			X		
8	8	5	3	31	28	26	23	20	18	15	13	12		SUN			X		
9	9	6	4	JUN	29	27	24	21	19	16	14	13		MON	X		X		
10	10	7	5	2	30	27	25	22	20	17	15	14		TUE	X		X		
11	11	8	6	3	JUL	29	26	24	21	18	16	15		WED	X		X		
12	12	9	7	4	2	30	27	25	22	19	17	16		THU			X		
13	13	10	8	5	3	31	28	26	23	20	18	17		FRI	X		X		
14	14	11	9	6	4	AUG	29	26	24	21	19	18		SAT	X		X		
15	15	12	10	7	5	2	30	27	25	22	20	19		SUN			X		
16	16	13	11	8	6	3	31	28	26	23	21	20		MON			X		
17	17	14	12	9	7	4	SEP	29	27	24	22	21		TUE			X		
18	18	15	13	10	8	5	2	30	28	25	23	22		WED			X		
19	19	16	14	11	9	6	3	31	29	26	24	23		THU			X		
20	20	17	15	12	10	7	4	SEP	27	24	22	21		FRI			X		
21	21	18	16	13	11	8	5	2	30	28	25	24		SAT			X		
22	22	19	17	14	11	9	6	3	OCT	29	26	25		SUN	X		X		
23	23	20	18	15	12	10	7	4	2	30	27	26		MON	X		X		
24	24	21	19	16	13	11	8	5	3	31	28	27		TUE	X		X		

SUPERVISOR'S COMMENTS: X = Day OFF D = DAYS N = NIGHTS

Shift Starts On Day Indicated