



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 04-10-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN
BUSINESS MANAGER

March 2, 2004

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95687

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

On November 5, 2003 the parties met to discuss the proper application of Subsection 208.2 (d) to alternate work hour schedules. Present at this meeting were Sam Tamimi, Ken Ball, Frank Saxsenmeier, Margaret Short, Joe DeMartini, Jeff Neeley, Carol Pound, Doug Veader and Jeff Wilding.

The parties reviewed the current contract language and various written clarifications and practices that have developed over the years. The parties noted that the contract language was originally intended for 8-hour workday schedules in situations where employees were scheduled to work both of their consecutive days off. Clarifications that have developed over the years were intended to apply the language of Subsection 208.2 (d) to alternate work hour schedules and in some cases have not been entirely consistent. With that in mind, the parties reached the following conclusion regarding the application of Subsection 208.2 (d) to alternate work schedules.

If an employee performs work on any non-workday, the employee will receive double time after 8 hours worked on the next day, provided that day is also a non-workday. Double-time after 8 hours worked will continue until such time as the employee performs no work on a non-workday or a regular workday occurs.

Examples:

12-Hour Schedule, Sunday Through Saturday Workweek

| | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|--|---|---|---|---|---|---|---|
| S | M | T | W | T | F | S | | S | M | T | W | T | F | S |
| X | X | X | 0 | 0 | 0 | 0 | | X | X | X | X | 0 | 0 | 0 |

Example A: In the first workweek, employee works Wednesday, Thursday and Friday (all non-workdays) and has Saturday off. The employee would receive 1.5x for prearranged overtime worked on Wednesday and 2x for any time worked over 8 hours on Thursday and Friday.

Example B: In the first workweek, employee works Wednesday, is off on Thursday, and works Friday and Saturday (all non-workdays). The employee would receive 1.5x on Wednesday, 1.5x on Friday and 2x for any time worked over 8 hours on Saturday. The employee would not receive 2x on Friday as he or she did not perform work on Thursday.

4/10 Hour Schedule, Monday Through Sunday Workweek

| | | | | | | |
|---|---|---|---|---|---|-----|
| M | T | W | T | F | S | Sun |
| X | X | X | X | 0 | 0 | 0 |

Example A: Employee works Friday, Saturday and Sunday (all non-workdays). The employee would receive 1.5x on Friday, 2x for time worked after 8 hours on Saturday and Sunday.

Example B: Employee works on Friday, has Saturday off and then works on Sunday. The employee would receive 1.5x on Friday and 1.5x on Sunday. Employee would not be eligible for 208.2(d) overtime on Sunday as the employee performed no work on the previous day.

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: 
Stephen A. Rayburn
Director and Chief Negotiator

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

3-5-, 2004

By: 
Perry Zimmerman
Business Manager