



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 04-20-PGE



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 A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,
BUSINESS MANAGER

March 18, 2004

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Attention: Mr. Perry Zimmerman, Business Manager


Dear Mr. Zimmerman:

Company proposes that Diablo Canyon Power Plant employees will not be covered by the provisions of Letter Agreement 04-10. The application of Subsection 208.2(d) of the Physical Agreement shall be as outlined in Richard Bradford's letter dated February 13, 1990.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

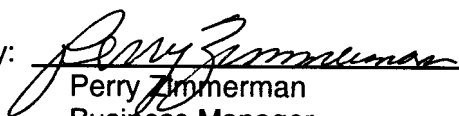
By: 

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

March 19, _____, 2004

By: 

Perry Zimmerman
Business Manager

Date: February 13, 1990
 To: VARIOUS
 From: INDUSTRIAL RELATIONS
 Subject: Subsection 208.2(d) - Four-day, Ten-hour Schedules

File/:

~~RC~~
~~BAJ~~
~~EL~~
~~MCE~~
~~LAG~~
~~REL~~
~~BBF~~
 ELECTRIC SUPPLY HUMAN RESOURCES
 FEB 14 1990
 RECEIVED
 FILE -- WUM HMR

LH
 ES
 KLS
 NG
 JD
 CCB
 EB
 LF
 MEJ
 HMR

REGION/BUSINESS UNIT M.R. MANAGERS:

We have recently received a number of requests concerning the application of Subsection 208.2(d) of the Physical Agreement to 4-day, 10-hour schedules. The issue is whether an employee on a 4-10 schedule who works an excess of eight hours on the third of his three scheduled days off after having performed work on the first or second days of his three scheduled days off is entitled to double time. The language in Subsection 208.2(d) contemplates a 5-2 schedule and the generic 4-10 agreement (Letter Agreement No. 86-155) is silent on the issue.

It is our opinion that under the above circumstances, an employee is entitled to double time after eight hours of work on the third of three scheduled days off, provided work has been performed on either the first or second days off. This is not to be confused with 10 and 4 schedules (10 days on, 4 days off) for which the language in 208.2(d) is clear.

Rich

RICHARD B. BRADFORD

RRDoering(223-1124):mc

cc: Terry S. Lattimore

cc: J. Lattimore
 ETS
 JTB
 RTJ
 Stan Plant MGRS
 Hydro Area MGRS
 Stan Plant MGRS
 Ed Conway / Char Anthony

RECEIVED
 CONTRA COSTA POWER PLANT
 FEB 26 1990
 ENGR
 PERS
 ENVR
 ADMIN
 F/S
 Directs _____ Return to _____
 Handle _____ File _____ Copy to *Alice*

RECEIVED - CAPP
 Engineering and Chemical Dept's
 JRF MDC MHO TRF DBF
 MAR 03 1990
 JWF
 DCL
 DRG
 ENGR 1's Fuel Desk Clerk Admin
 Commal _____ Discuss w/ _____
 Handle _____ Return to _____ Copies to _____

cc: JRF
 3/3/90
 LM



January 9, 1991

Following is a clarification to the memo issued by Industrial Relations on February 13, 1990, regarding Subsection 208.2(d), Four-day, Ten-hour Schedules. This information was provided by Lisa Bates.

Employees who work a rolling 4/10 schedule (who have a four-day weekend every other week) are entitled to double time after 8 hours of work on the second, third, or fourth of four scheduled days off provided work has been performed on either the first, second, or third of his/her four scheduled days off.

Examples:

Works Friday, Saturday, ~~or~~ Sunday: excess on Saturday, Sunday, or Monday

Works Saturday: excess on Sunday or Monday

Works Sunday: excess on Monday

Works Friday & Saturday (excess 8 hr) then Monday: excess of 8 on Mon.

Susan Y. Cunningham

Susan Y. Cunningham
Human Resources Department

~~If an employee is upgraded for 5 days or less his O.T. list(s). Also, pay TT, E.O.T. If it is expected he will be up for longer, don't count his O.T. give average later~~

YJBA

If an employee is upgraded for 5 days or less show his O.T. on list(s). He also gets TT, E.O.T. pay etc. If upgrade continues for 6 working days, the extra pay (TT, EOT) is taken away. Also his O.T. is not to be counted and will be given average when he comes down.