

(R/W of #324-391-888)

PACIFIC GAS AND ELECTRIC COMPANY

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

April 3, 1975

Local Union No. 1245
 International Brotherhood of
 Electrical Workers, AFL-CIO
 P. O. Box 4790
 Walnut Creek, California 94596

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

To settle some grievances which have arisen since April 1, 1965, and as a result of numerous discussions on the subject of the Labor Agreement Clarification to Title 202 "Hours," Company proposes to add the following to the Clarification dated April 1, 1965:

- II. C. 1. (d) When an employee whose regular work hours are 8:00 AM to 4:30 PM with 1/2 hour for lunch is upgraded to replace a service employee whose regular work hours are 8:00 AM to 5:00 PM or 8:30 AM to 5:00 PM, the upgraded employee will work a schedule of 8:00 AM to 4:30 PM during the first workweek involved in such upgrade. If such employee is needed after 4:30 PM during such first workweek, he will, nonetheless, work between 12:30 PM and 1:00 PM and be paid at the overtime rate for all time worked after 4:30 PM. During succeeding workweeks, the upgraded employee will work the scheduled hours of the service employee whom he is relieving.
- (e) When an employee whose regular work hours are 8:00 AM to 4:30 PM is temporarily upgraded to provide extra help in a service classification, he shall normally retain his regular work hours and status as a "Day Employee." If, however, additional temporary help is needed during hours other than 8:00 AM to 4:30 PM, a temporary schedule may be established by agreement between Company and Union under the provisions of Section 202.8. Such agreement shall provide whether or not the work periods involved will rotate among all the service employees in the appropriate classifications at the headquarters involved.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *M. Bonbright*
 Manager of Industrial Relations

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

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

By *L. L. Mitchell*
 Business Manager

July 2, 1975