

## PACIFIC GAS AND ELECTRIC COMPANY

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

March 22, 1984

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:

This letter supersedes our letter of June 23, 1984, letter agreement number 83-59-PGE.

Pursuant to Subsection 10.7(b) of the Clerical Agreement, Company proposes to institute a limited flextime program for the Bill Processing Unit of the Customer Accounting Department. Under this proposal, starting times would be altered, however, there would be no banking privileges.

Current work hours for the first shift are 7:00 a.m. to 3:30 p.m., Monday through Friday. Under this limited flextime proposal, employees could start work beginning at 6:30 a.m., Monday through Friday.

Current work hours for the second shift are 3:30 p.m. to 11:00 p.m., Monday through Thursday, and 1:30 p.m. to 9:30 p.m. on Friday. Under this limited flextime proposal, second shift employees could start work between 2:30 p.m. and 3:30 p.m., Monday through Thursday, and between 12:30 p.m. and 1:30 p.m. on Friday.

Current work hours for the third shift are 11:00 p.m. to 7:00 a.m., Sunday to Friday. Under the proposed limited flextime plan, these employees would start their shift between 10:00 p.m. and 11:00 p.m.

Adoption of this flexband would serve to eliminate the current loss of 1/4 hour for each employee due to the practice of allowing third shift employees to leave early in order to remove their vehicles from the garage by 7:00 a.m.

March 22, 1984

This proposal has been discussed with Dorothy Fortier, Union Business Representative.

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 *Al Boulbright*  
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

*Apr. 24*, 1984

By *Jack McKinley*  
Business Manager