

PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

December 15, 1986

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:

The Company proposes, pursuant to Subsection 10.7(b) of the Clerical Agreement, to change the hours of the Operations Unit employees in the Receivables Accounting Section of the Customer Accounting Department. The Company has purchased four new processing machines which will allow the Unit to operate with one 14-hour shift. The present 24-hour operation will change to a 14-hour operation under this proposal. There are now 3 shifts in the Unit, and the Company proposes to eliminate the second and third shifts. The three affected functions of the Unit will have new and separate start times.

PROPOSED

Function:	Mail Opening	Mail Processing	Closing
Start Time:	4:00 a.m.	6:00 a.m.	9:00 a.m.
Core Hours:	4:00 a.m.-8:00 a.m.	N/A	3:00 p.m.-6:00 p.m.
End Time:	1:00 p.m.	3:30 p.m.	6:00 p.m.
Employees:	10 Mach. Oprs.	2 Acctg. Clks. 64 Mach. Oprs.	5 Acctg. Clks. 5 Mach. Oprs.

CURRENT

Start Time:	9:30 p.m.	6:45 a.m.	12:00 noon
Core Hours:	N/A	N/A	5:00 p.m.-7:00 p.m.
End Time:	6:45 a.m.	5:00 p.m.	9:00 p.m.
Employees:	2 Acctg. Clks. 21 Mach. Oprs.	2 Acctg. Clks. 51 Mach. Oprs.	3 Acctg. Clks. 7 Mach. Oprs.

Core hours for the mail opening and the closing functions will be necessary to ensure adequate coverage.

The Company also proposes that the affected employees volunteer for the new work schedules based on seniority. Should any work schedules not be filled by volunteers, assignments will be made in reverse seniority order. All affected employees will be given the opportunity to volunteer for the new work schedules at the same time. The anticipated effective date of the schedule changes is January 5, 1987; however, the timing of implementation will be determined by the arrival of new equipment and the completion of training. Therefore, some minor adjustments in the effective dates may be necessary.

This proposal has been discussed with Mss. Dorothy Fortier and Gwen Wynn.

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 the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *JWBright*
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

Jan 5, 1987

By *Jack Wynn*
Business Manager