

# PACIFIC GAS AND ELECTRIC COMPANY

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January 27, 1987

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 Section 202.16 of the Physical Agreement and Letter Agreement 86-155, to establish a trial ten-hour, four-day workweek schedule for the Gas Service Department in Sacramento Division. We propose to make this trial effective February 1, 1987 through August 1, 1987.

This schedule will apply to all bargaining unit personnel in the department with the exception of the Service Operators, Relief Service Operators, Operating Clerk and G.C. Regulator Changers, who will retain their normal work hours.

The regular work hours under the ten-hour, four-day workweek will be 0700-1730 with personnel assigned as follows:

- Fourteen Servicemen assigned Monday-Thursday.
- Twelve Servicemen assigned Tuesday-Friday.
- Twenty-one Servicemen assigned Monday, Tuesday, Thursday, Friday (Wednesday off).
- Ten Servicemen assigned Wednesday-Saturday.
- Four Servicemen assigned Sunday-Wednesday.
- Five Reserve Servicemen assigned Monday-Thursday.
- Five Reserve Servicemen assigned Tuesday-Friday.

The trial will follow the provisions of the generic ten-hour, four-day workweek schedule outlined in Letter Agreement 86-155, with the following three exceptions:

Meals and Rest Periods (Replaces "Meals" paragraph of Letter Agreement 86-155.) Lunch period will normally be five hours after start time. However, the regular lunch period may be advanced or delayed up to one-half hour for any of the reasons listed in Section 202.4 of the Agreement.

Two rest periods not to exceed 15 minutes each will be permitted; rest periods are to be taken mid-morning and mid-afternoon. Lunch periods and rest periods cannot be accumulated or combined and taken together.

Holidays (Replaces "Holidays" paragraph of Letter Agreement 86-155.) Ten hours pay will be paid for holidays. Employees regularly scheduled to work on holidays will only work eight hours and receive ten hours' holiday pay (straight time) and eight hours pay at one-and-one-half times the straight rate of pay. The provisions of Section 103.6 shall apply to holidays on an employee's non-workday (utilizing the ten-hour credit as applied in item No. 2, Vacation, of the generic agreement).

Cancellation Clause (Replaces "Cancellation Clause" paragraph of Letter Agreement 86-155.) This agreement may be cancelled 30 days after written notice of such cancellation by either party. In the event of cancellation, all employees would return to their regular eight-hour shifts in effect on December 31, 1986.

This proposal has been discussed with Wayne Greer, 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 the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. Polbright*  
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

Feb 17, 1987

By *Jack McKinley*  
Business Manager