

**PACIFIC GAS AND ELECTRIC COMPANY****PGE** +

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

November 18, 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:

Pursuant to Section 202.16 of the Physical Agreement, Company proposes to establish a four-day, ten-hour schedule for Colgate Division's five night-shift Garage employees in Marysville. This trial schedule will begin on the first Monday subsequent to Union's signed agreement and end on May 28, 1988.

This proposal will follow the generic Letter Agreement No. 86-155-PGE with the following exceptions:

WORKWEEK

The work hours will begin at 1500 hours and end at 0130 hours. One unit (three employees) will be assigned a normal workweek of Monday through Thursday, the second unit (two employees) will be assigned a normal Tuesday through Friday workweek.

PERSONNEL

It is agreed that all (five) bargaining unit personnel in the night shift will participate (see attached). Persons in like classifications wishing to exchange their scheduled workweek from one unit to the other may do so on a mutually agreeable basis with good cause and management's concurrence.

CANCELLATION

Either the Company and Union reserves the right to return to the five-day, eight-hour shift schedule by giving 15 days notice should, in the opinion of either Company or Union, the four-day, ten-hour workweek schedule adversely affect the operation of the Company or the employees.

The intent of this test is to continue providing five-day a week service to our customers, while reducing maintenance expenditures. There is no intent to extend this 4-10 schedule into a regular 5-10 schedule. However, that does not preclude the scheduling of prearranged overtime as required. Questions of safety, fatigue and morale will be addressed.

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 Reed B. Bradly  
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

Dec 3, 1987

By John Wiley  
Business Manager