



# LETTER AGREEMENT

No. 90-111-PGE



Pacific Gas and Electric Company  
Industrial Relations Department  
215 Market Street  
San Francisco, California 94106  
[415] 973-1125

International Brotherhood of  
Electrical Workers, AFL-CIO  
Local Union 1245, IBEW  
P.O. Box 4790  
Walnut Creek, California 94596  
[415] 933-6060

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Richard Bradford, Manager

Jack McNally, Business Manager

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May 14, 1990

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

In order to provide a consistent approach to ten-hour, four-day workweek schedules, Company proposes, pursuant to Subsection 202.16(b), that the following provisions be applicable to such schedules, for Golden Gate Region Communications Technicians, headquartered at Belmont Service Center.

### Meals

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 person listed in Section 202.4 of the Agreement.

### Overtime meals

No employee shall be required to work more than five hours without a meal except as provided in Section 202.4 (i.e., assuming a schedule of 0700 to 1730, and paid overtime prior to 0600 or after 1730 qualifies for meals per Title 104).

### Overtime

No overtime will be paid for hours worked during regularly scheduled hours on regularly scheduled workdays. Overtime at time-and-a-half rate shall be paid for time worked in excess of ten hours. The double-time rate will be applied for time worked in excess of 12 consecutive hours.

### Upgrades

The normal practice shall prevail Tuesday through Thursday. On Mondays and Fridays, upgrades will be made among all personnel working the same hours including prearranged overtime.

Sick Leave, Vacation, Holidays, Jury Duty, and Funeral Leave

Sick leave, jury duty, funeral leave, and vacation will be converted to hours. An employee who is off for either will be charged for ten hours, subject to the following conditions:

1. Sick leave shall be charged in increments of one hour.
2. Vacation -- an employee, upon returning to the regular eight-hour workday, may elect to have Company purchase any fractions of days' vacation remaining, or may elect to take a day off and be paid for that amount of fractional vacation allowance due. Employees remaining on the ten-hour day at the end of a year will automatically have any fractional vacation allowance deferred to the following year.
3. Holidays -- ten hours pay will be paid for holidays. 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, above).

Any individual employee for whom the ten-hour, four-day workweek schedule creates a personal hardship will be allowed to return to the eight-hour, five-day workweek. In addition, either Company or Union reserves the right to return to the eight-hour, five-day shift schedule by giving 30 days' notice should, in the opinion of either Company or Union, the ten-hour, four-day workweek schedule adversely affect the operation of the Company or the employees. This includes, but is not limited to, the level of productivity, absenteeism, tardiness, safety, performance, refused overtime, overtime availability and supervisor or employee attitude.

This agreement has been discussed with Union Business Representatives, Ed Caruso and Landis Marttila and the employees concerned.

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 *Richard B. Bradley*  
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

*June 4*, 1990

By *Joe Wickham*  
Business Manager