

LETTER AGREEMENT No.

90-147-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

Richard Bradford, Manager

June 18 1000

Jack McNally, Business Manager

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Subsection 10.7(b) of the Clerical Agreement, Company proposes to establish a four-day, ten-hour schedule for certain Shasta Division Customer Services employees located in Redding for a test period beginning on the Monday following the approval of this agreement and continuing for three months. This specific agreement will be in accordance with the Generic Four-Day, Ten-Hour Agreement (86-155-PGE) except as listed below.

1. AFFECTED EMPLOYEES

Subject to Union ratification, the following Customer Services employees at Redding will be placed on the 4-10's schedule:

- 1- Senior Service Representative II
- 2- Senior Service Representative I
- 10- Service Representatives
 - 4- Utility Clerks

Due to the natue of their work, Duals, Meter Readers, Intermittents, and Credit Representatives will not be included in this change of hours.

2. WORK SCHEDULE

Affected employees will work a rotating schedule to provide adequate coverage. All employees will not work on Mondays and have Saturday and Sunday off. There will be a sequential rotation of the third day off each week. (i.e. either Tuesday, Wednesday, Thursday or Friday). Example shown below:

Example: Employee A

X = DAYS OFF

Work schedule for one month. A = DAYS

WORKED

3. HOURS

Work hours will be from 7:00 A.M. to 6:00 P.M. Employees will receive a one-hour unpaid lunch. Those employees who start lunch between 11:00 A.M. and 11:45 A.M. are volunteering to work more than five hours without another meal period until the conclusion of the workday.

4. PAYCHECKS

It will be the employees' responsibility to pick up their Friday paycheck on their own time if they are not working that day, providing the checks are not available on Thursday.

5. AREAS OF EVALUATION

The test period may provide an assessment of the 10-hour workday. During the test period, questions on safety, fatigue, productivity, emergency overtime availability, overtime costs, interfacing with other departments, and morale may be evaluated.

6. CANCELLATION

Either the Company or Union reserves the right to return to the normal schedule giving 14 calendar days notice.

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

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

<u>-------, 1990</u>

Business Manager

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