



LETTER AGREEMENT

No.

90-171-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

Jack McNally, Business Manager

July 17, 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:

San Jose Division, Support Services' Administrative Services unit, Cinnabar Service Center, proposes pursuant to 10.7(b) to begin a four-day, ten-hour work week schedule commencing upon execution of this agreement. This revised work schedule can be terminated by either party with a weeks notice. Employees will be able to volunteer for the 4-10 schedule. The company reserves the right to establish the number of employees off work on Mondays and Fridays. The selection of employees for the Tuesday through Friday schedule and the Monday through Thursday schedule will be made on a seniority basis. This specific agreement will be in accordance with the Generic four-day, Ten-hour Agreement (86-155-PGE).

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 reason listed in 10.4 (Clerical) of the Agreements.

Overtime Meals

No employee shall be required to work more than five hours without a meal except as provided in 10.4 (Clerical) (i.e., assuming a schedule of 0630 to 0500, any paid overtime prior to 0600 or after 1730 qualifies for meals per Title 106).

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 Friday, 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 the Company purchase any fraction 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 14.6 (Clerical) shall apply to holidays on an employee's non-workday (utilizing the ten-hour credit as applied in item number 2 above).

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Braeford
Manager of Industrial Relations

The Union is in accord with the foregoing and it agrees thereto as of the date thereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Aug 13, 1990

By Jack McHenry
Business Manager