



LETTER AGREEMENT

No. 90-188-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

August 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:

Pursuant to Subsection 10.7(b) of the Clerical Agreement, the Company proposes a voluntary ten-hour, four-day workweek schedule for Meter Readers assigned to the Antioch headquarters.

Overtime Meals

No employee shall be required to work more than five hours without a meal (i.e., assuming a schedule of 6:30 a.m. through 5:00 p.m., any paid overtime prior to 5:30 a.m. or after 5:00 p.m. qualifies for a meal).

Workweek

Pursuant to Section 10.1 of the agreement, weekends will not be considered as part of the basic workweek. In order to establish the third day off, an employee shall be able to choose Monday or Friday as the third day off. The day selected by an employee working the ten-hour, four-day schedule shall become the established third day off. Employee shall give a 30-day written notice to change employee's scheduled day off.

Hours

Starting times will be in accordance with Exhibit C of the Clerical Agreement (Meter Reader Agreement).

Schedule

The ten-hour, four-day workweek will be in effect each year during daylight savings time only.

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 - Employees 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 the year will automatically have any fractional vacation allowance deferred to the following year, subject to the provisions of Subsection 8.11 (a).
- 3)a. Holidays - Ten hours' pay will be paid for holidays worked on the ten-hour, four-day schedule. The provisions of Section 14.6 shall apply to holidays on an employee's non-workday (utilizing the ten-hour credit as applied in Item No. 2 above).
- b. Ten-hour pay will be paid for the following holidays which occur during daylight saving time.

Memorial Day	(Last Monday in May)
Independence Day	(July 4)
Labor Day	(First Monday in September)

Either party may cancel this agreement by giving a 30-day written notice of cancellation.

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. Bradley*
 Manager of Industrial Relations

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

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

Aug 22 1990

By *Jack Wehner*
 Business Manager