



LETTER AGREEMENT

No.

90-189-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 15, 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 accordance with Subsection 202.16(b) of the Physical Labor Agreement and General Letter Agreement 86-155-PGE, the Company proposes to establish a 4-day, 10-hour workweek schedule in the North Valley Materials Distribution Center. This proposal will follow Generic Agreement 86-155-PGE with the exception of the specific proposals outlined below.

The primary work shift will be from 6:00 a.m. to 4:30 p.m. with one half hour for lunch. It is the Company's understanding that some employees desire to remain on their existing work schedule and hours. The Company will allow those employees who wish to remain on their current schedule to do so. Attached is the proposed work schedule showing personnel who request 4-10's and those who wish to remain on their existing schedule. The start of this new schedule will be as soon after it is signed as is practicable.

This proposal has been discussed with Ed Fortier, Business Representative.

This agreement may be cancelled by either party upon 30 days written notification.

If you are in accord with the foregoing and attachments 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. Sadler*
Manager of Industrial Relations

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

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

Aug 21, 1990

By *Jack Weber*
Business Manager

:nj

PROPOSED SCHEDULE

SHIPPING

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
6:00 AM -	Miller	Miller	Miller	Miller	
4:30 PM		Robertson	Robertson	Robertson	Robertson
	Nathan	Nathan		Nathan	Nathan
	Forslund	Forslund		Forslund	Forslund

NIGHT SHIFT

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
1:00 PM -	*Gannon	*Gannon	*Gannon	*Gannon	*Gannon
11:30 PM	*Whitmore	*Whitmore	*Whitmore	*Whitmore	*Whitmore
*3:00 PM -	*Forrette	*Forrette	*Forrette	*Forrette	*Forrette
11:30 PM	Brown	Brown	Brown	Brown	
	Sherman	Sherman		Sherman	Sherman
	Carbullido	Carbullido	Carbullido	Carbullido	
		Russ	Russ	Russ	Russ
		Mitchell	Mitchell	Mitchell	Mitchell

SALVAGE

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
6:00 AM -	McDaniel	McDaniel	McDaniel	McDaniel	
4:30 PM	Smith	Smith	Smith	Smith	
		Leary	Leary	Leary	Leary
		Link	Link	Link	Link

RECEIVING

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
6:00 AM -	Harriger	Harriger	Harriger	Harriger	Harriger
4:30 PM	Hopking	Hopking	Hopking	Hopking	
		Trumm	Trumm	Trumm	Trumm
	Engel	Engel		Engel	Engel

PROPOSED SCHEDULE

TRANS. SHOP

6:00 AM -

4:30 PM

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Patterson	Patterson	Patterson	Patterson	
	Donaldson	Donaldson	Donaldson	Donaldson
	Bendel	Bendel	Bendel	Bendel

PICKING

4:00 AM -

2:30 PM

*5:00 AM -

1:30 PM

5 DAYS A WEEK

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Divelbiss	Divelbiss	Divelbiss	Divelbiss	
Menezes	Menezes	Menezes	Menezes	
Shuman	Shuman	Shuman	Shuman	
Wilkes	Wilkes		Wilkes	Wilkes
	Monahan	Monahan	Monahan	Monahan
	Stovanowski	Stovanowski	Stovanowski	Stovanowski
	Weatherson	Weatherson	Weatherson	Weatherson
	Egbert	Egbert	Egbert	Egbert
* Nightingale	* Nightingale	* Nightingale	* Nightingale	* Nightingale

OFFICE

3:00 AM -

4:30 PM

*7:30 AM -

4:00 PM

5 DAYS A WEEK

*7:00 AM -

5:30 PM

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
*Colvard	*Colvard	*Colvard	*Colvard	*Colvard
**	**	**	**	
Andreason	Andreason	Andreason	Andreason	
Jenson	Jenson	Jenson	Jenson	
Montiero	Montiero	Montiero	Montiero	
	Willis	Willis	Willis	Willis
	Arostegui	Arostegui	Arostegui	Arostegui
	** Soares	** Soares	** Soares	** Soares

YARD

3:00 AM -

4:30 PM

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Robinson	Robinson	Robinson	Robinson	
	Ybarra	Ybarra	Ybarra	Ybarra

PROPOSED SCHEDULE

DRIVERS	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
4:00 AM -	*Colvard	*Colvard	*Colvard	*Colvard	*Colvard
	**	**	**	**	**
2:30 PM	Sanders	Sanders	Sanders	Sanders	Sanders
*7:30 AM -	Shaeffer	Shaeffer	Shaeffer	Shaeffer	
4:00 PM	***	***	***	***	
	Monroe	Monroe	Monroe	Monroe	
**6:00 AM -	Peterson	Peterson		Peterson	Peterson
2:30 PM		***	***	***	***
		Massey	Massey	Massey	Massey
***6:00 AM -					
4:30 PM		Mayfield	Mayfield	Mayfield	Mayfield

STOCK STATUS	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
6:00 AM -	Iwasaki	Iwasaki	Iwasaki	Iwasaki	
4:30 PM	Bodenham	Bodenham	Bodenham	Bodenham	
	Tolbert-Eveland	Tolbert-Eveland	Tolbert-Eveland	Tolbert-Eveland	
		Forrette	Forrette	Forrette	Forrette
		Paver	Paver	Paver	Paver

DAY SHIFT

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Chico/Willows	Chico	Chico/Willows	Chico	Chico/Willows
Peterson	Peterson	Sanders	Peterson	Peterson
Placerville	Placerville	Placerville	Placerville	Placerville
Sanders	Mayfield	Mayfield	Mayfield	Mayfield
Woodland/ Colusa	Woodland	Woodland/ Colusa	Woodland	Woodland/ Colusa
Colvard	Colvard	Colvard	Colvard	Colvard
Red Bluff/ Redding	Red Bluff/ Redding	Red Bluff/ Redding	Red Bluff/ Redding	Red Bluff/ Redding
Shaeffer	Shaeffer	Shaeffer	Shaeffer	Sanders
	Jobsite	Jobsite	Jobsite	Jobsite
	Massey	Massey	Massey	Massey

NIGHT SHIFT

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Sacramento	Sacramento	Sacramento	Sacramento	Sacramento
Whitmore	Whitmore	Whitmore	Whitmore	Whitmore
Vacaville	Vacaville	Vacaville	Vacaville	Vacaville
Forrette	Forrette	Forrette	Forrette	Forrette
Marysville/ Oroville	Marysville/ Oroville	Marysville/ Oroville	Marysville/ Oroville	Marysville/ Oroville
Sherman	Sherman	Mitchell	Sherman	Sherman
Auburn/ Grass Valley	Auburn/ Grass Valley	Auburn/ Grass Valley	Auburn/ Grass Valley	Auburn/ Grass Valley
Russ	Russ	Russ	Russ	Mitchell

COPY

86-155-PGE

December 11, 1986

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:

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.

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 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, any 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, 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).

Either the Company or Union reserves the right to return to the five-day, eight-hour shift schedule by giving 60 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. This includes, but is not limited to, the level of productivity, absenteeism, tardiness, safety, performance, refused overtime, overtime availability and employee attitude.

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 s/I. Wayland Bonbright
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

January 9, 1986

By s/Jack McNally
Business Manager

August 7, 1990



MOLLY WILLIAMS:

As we discussed on the phone today, attached is a copy of the proposed schedule for 4-10s with signatures.

We obtained verbal approval from Mark Bendel and Dennis Nathan, who were both on vacation. They gave us permission to sign for them. Randy Nightingale is also on vacation and we have been unable to reach him, but his schedule will not change. We have not been able to reach Cary Hopking either, but Jim Ford said he would work Cary's schedule out with him if there is any problem.

If you have any questions, please call me.

A handwritten signature in cursive script that reads 'Gladys'.

GLADYS ANDREASEN

Attachment

that they are in agreement with the hours of work and days off shown for them.

PROPOSED SCHEDULE

TRANS. SHOP

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
6:00 AM -	8-6-90 Patterson	W.A. Patterson Patterson	Patterson	Patterson	Patterson
4:30 PM	Open Work Donaldson	8/6/90 Donaldson	Donaldson	Donaldson	Donaldson
	Bendel	Bendel	Bendel	Bendel 8/6/90	
	Martha Long Long	8/6/90 Long	Long	Long	

PICKING

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
4:00 AM -	Jim Divelbiss Divelbiss	8-3-90 Divelbiss	Divelbiss	Divelbiss	
2:30 PM	Trin Menezes Menezes	8-2-90 Menezes	Menezes	Menezes	Tr 8-6-90 Menezes
*5:00 AM -	Shuman	Shuman	Shuman	Shuman	
1:30 PM	Renny Wilkes Wilkes	8-2-90 Wilkes		Wilkes	Wilkes
5 DAYS A WEEK	Monahan	R. Monahan 8-2-90 Monahan	Monahan	Monahan	
		Paul Stovanowski Stovanowski	Stovanowski	Stovanowski	Stovanowski
		Weatherston	Weatherston	Weatherston	Weatherston
		** John W. Egbert ** Egbert	8-6-90 Egbert	** Egbert	** Egbert
	*	*	*	*	*
	Nightingale	Nightingale	Nightingale	Nightingale	Nightingale

[Handwritten signature]
8-2-90
** 6:00 - 4:30

OFFICE

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
6:00 AM -	JK Edward *Colvard	8-6-90 *Colvard	*Colvard	*Colvard	*Colvard
4:30 PM	** Gladys J. Andreason Andreason	** Gladys J. Andreason Andreason	** 8/2/90 Andreason	** Andreason	
*7:30 AM -	Nathan A. Jensen Jenson	8-2-90 Jenson	Jenson	Jenson	
4:00 PM	*** P.L. Montiero *** Montiero	*** Montiero	*** Montiero	*** Montiero	
**7:00 AM -		David S. Willis Willis	Willis	Willis	Willis
5:30 PM	Lon Arostegui Arostegui	8/6/90 Arostegui	Arostegui	Arostegui	Arostegui
***4:00 AM -		** Chalme M. Soares Soares	8/2/90 Soares	** Soares	** Soares
2:30 PM					

YARD

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
6:00 AM -	Robinson	Robinson		Robinson	Robinson
4:30 PM	Modesto Ybarra Ybarra	8-2-90 Ybarra	Ybarra	Ybarra	Ybarra

Jackie Robinson

that they are in agreement with the hours of work and days off shown for them.

PROPOSED SCHEDULE

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
SHIPPING				<i>J. Miller 8/6/90</i>	
6:00 AM -	Miller	Miller	Miller	Miller	
4:30 PM	<i>Robertson 8-2-90</i> Nathan	Robertson	Robertson	Robertson	Robertson
	<i>Blades Anderson for Dennis Nathan 8/6/90</i> Nathan	Nathan		Nathan	Nathan
	<i>Jon Forslund 8/2/90</i> Forslund	Forslund		Forslund	Forslund

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
NIGHT SHIFT					
1:00 PM -	<i>8-6-90</i> *Gannon	*Gannon	*Gannon	*Gannon	*Gannon
11:30 PM	<i>Whitmore</i> Whitmore	Whitmore		Whitmore	Whitmore
*3:00 PM -	<i>Forrette 8/2</i> *Forrette	*Forrette	*Forrette	*Forrette	*Forrette
11:30 PM	<i>Brown 8-2-90</i> Brown	Brown	Brown	Brown	
	<i>Sherman 8/2/90</i> Sherman	Sherman		Sherman	Sherman
	<i>Dennis Carbullido 8/2/90</i> Carbullido	Carbullido	Carbullido	Carbullido	
	<i>Dary Russ 8/6/90</i> Russ	Russ	Russ	Russ	
		<i>E. Mitchell 8/6/90</i> Mitchell	Mitchell	Mitchell	Mitchell

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
SALVAGE					
6:00 AM -	<i>McDaniel 8-2-90</i> McDaniel	McDaniel	McDaniel	McDaniel	
4:30 PM	Smith	Smith	Smith	Smith	<i>Mitchell 8/2/90</i>
		<i>Mark D. Leary 8-2-90</i> Leary	Leary	Leary	Leary
		<i>Dranica Link</i> Link	Link	Link	Link

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
RECEIVING					
6:00 AM -	<i>7:30-4:00</i> Harriger	7:30-4:00 Harriger	7:30-4:00 Harriger	7:30-4:00 Harriger	7:30-4:00 Harriger
4:30 PM	Hopking	Hopking	Hopking	Hopking	
		<i>Trumm 8/2/90</i> Trumm	Trumm	Trumm	Trumm
	<i>Engel 8/2/90</i> Engel	Engel		Engel	Engel

that they are in agreement with the hours of work and days off shown for them.

PROPOSED SCHEDULE

DRIVERS	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
4:00 AM -	<i>Denise Colvard</i> *Colvard	*Colvard	*Colvard	*Colvard	*Colvard
2:30 PM	** <i>8-2-90</i> Sanders	** Sanders	** Sanders	** Sanders	** Sanders
*7:30 AM -	<i>Rob Shaeffer</i> Shaeffer	Shaeffer	Shaeffer	Shaeffer	
4:00 PM	*** <i>Jim Monroe</i> Monroe	*** <i>8-2-90</i> Monroe	*** Monroe	*** Monroe	
**6:00 AM -	<i>E Peterson</i> Peterson	<i>E Petersen</i> Peterson		<i>E Peterson</i> Peterson	<i>E Petersen</i> Peterson
2:30 PM		*** <i>8-2-90</i> Massey	*** <i>8-2-90</i> Massey	*** Massey	*** Massey
***6:00 AM -		<i>Richard Mayfield</i> Mayfield	<i>8/6/90</i> Mayfield	Mayfield	Mayfield
4:30 PM					

STOCK STATUS	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
6:00 AM -	Iwasaki	<i>Arthur Iwasaki</i> Iwasaki	Iwasaki	Iwasaki	
4:30 PM	Bodenham	<i>Phyllis Bodenham</i> Bodenham	Bodenham	Bodenham	
*4:00 AM -	*Tolbert- Eveland	*Tolbert- Eveland	*Tolbert- Eveland	*Tolbert- Eveland	<i>Marian Tolbert- Eveland</i>
2:30 PM		<i>Gynn Forrette</i> Forrette	<i>8-2-90</i> Forrette	Forrette	Forrette
		<i>Donald Paver</i> Paver	<i>8-2-90</i> Paver	Paver	Paver

that they are in agreement with the hours of work and days off shown for them.

DAY SHIFT

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Chico/Willows	Chico	Chico/Willows	Chico	Chico/Willows
Peterson	Peterson	Sanders	Peterson	Peterson
Placerville	Placerville	Placerville	Placerville	Placerville
Sanders	Mayfield	Mayfield	Mayfield	Mayfield
Woodland/ Colusa	Woodland	Woodland/ Colusa	Woodland	Woodland/ Colusa
Colvard	Colvard	Colvard	Colvard	Colvard
Red Bluff/ Redding	Red Bluff/ Redding	Red Bluff/ Redding	Red Bluff/ Redding	Red Bluff/ Redding
Shaeffer	Shaeffer	Shaeffer	Shaeffer	Sanders
	Jobsite	Jobsite	Jobsite	Jobsite
	Massey	Massey	Massey	Massey

NIGHT SHIFT

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Sacramento	Sacramento	Sacramento	Sacramento	Sacramento
Whitmore	Whitmore	Whitmore	Whitmore	Whitmore
Vacaville	Vacaville	Vacaville ^{SAC}	Vacaville	Vacaville
Forrette	Forrette	Forrette	Forrette	Forrette
Marysville/ Oroville	Marysville/ Oroville	Marysville/ Oroville	Marysville/ Oroville	Marysville/ Oroville
Sherman	Sherman	Mitchell	Sherman	Sherman
Auburn/ Grass Valley	Auburn/ Grass Valley	Auburn/ Grass Valley	Auburn/ Grass Valley	Auburn/ Grass Valley
Russ	Russ	Russ	Russ	Mitchell