

**Pacific Gas and Electric Company**215 Market Street  
San Francisco, CA 94106  
415/972-7000

February 8, 1990

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 202.16(b) of the Physical Agreement, Company proposes to extend the 4-day, 10-hour shift schedule for Humboldt Division's four night shift Garage employees in Eureka. We would like the extension to begin on the first Monday after the Agreement is signed and continue for 1 year. This specific agreement will be in accordance with the Generic Four-Day, Ten-Hour Agreement (86-155-PGE) except as listed herein.

WORK WEEK

The work hours will begin at 1530 hours and end at 0200 hours. One unit (2 employees) will be assigned a normal work week of Monday through Thursday, the second unit (2 employees) will be assigned a normal Tuesday through Friday work week. These employees will switch schedules at mid-year 1990 and every year thereafter.

OVERTIME MEALS

The meal provisions of Title 104 shall apply. In no event shall an employee be required to work more than five hours without a meal. If the lunch period is delayed more than one half hour, employees will be paid the overtime rate for work performed in the regular lunch period and may eat their lunch on Company time per Title 202.4.

PERSONNEL

All (4) bargaining unit personnel in the night shift will participate in this schedule (see attached). Persons in like classifications wishing to exchange their scheduled work week from one unit to the other may do so on a mutually agreeable basis with good cause and management's concurrence.

CANCELLATION

Either the Company or Union reserves the right to return to the five-day, eight-hour shift schedule by giving 15 days notice.

The intent of this test is to continue providing five day a week service to our customers, while reducing maintenance expenditures, increase productivity and enhance the morale of the garage employees. There is no intent to extend this 4/10 schedule into a regular 5/10 schedule. However, that does not preclude the scheduling of prearranged overtime as required.

If you are in accord with the foregoing and attachment 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. Buehl  
Manager of Industrial Relations

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

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

Mar 5, 1990

By Jack McKinley  
Business Manager

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HUMBOLDT DIVISION  
TRANSPORTATION DEPARTMENT  
JANUARY 12, 1990

We the undersigned concur with the proposed change in night shift work week of four to ten hour days.

KEN SCOTT

*Ken Scott (R/W)*

DAVE TOWNSEND

*Dave Townsend*

DENNIS ELVEY

*Dennis Elvey*

KEN PEARSON

*Ken Pearson*