

**Pacific Gas and Electric Company**

215 Market Street  
 San Francisco, CA 94106  
 415/972-7000

March 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:

Pursuant to Section 202.16 of the Physical Agreement, Company proposes to establish a 4-day, 10-hour schedule for certain Hydro Generation operating employees located at Shasta Hydro in Northern Area Hydro for a test period beginning on April 2, 1990 and ending on October 28, 1990. 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 Hydro Generation employees at Burney will be placed on the following schedule:

8-Day, 10 Hours  
 4 - Ditch Tenders

2. SHIFT SCHEDULE

Employees listed in the 8-day, 10 hours schedule will be divided equally by listing in an A or B schedule as shown below.

A and B Schedules  
 8 Days on / 6 Days Off  
 8 Workdays in a 14-day Cycle

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>	<u>/</u>	<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
A	A	A	A	X	X	X		X	X	X	A	A	A	A
X	X	X	B	B	B	B		B	B	B	B	X	X	X

3. HOURS

Work hours will be from 0700 to 1730. Employees will receive a 1/2-hour unpaid lunch from 1200 to 1230.

4. PAYCHECKS

It will be the employee's 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 7 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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bradford  
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

March 27, 1990

By [Signature]  
Business Manager

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