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PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

April 24, 1973

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

On May 7, 1973, the cable splicing work on the new Martin-Embarcadero 230 KV and San Bruno Interchange 115 KV underground lines will start. Work on the two lines will require approximately eight months to complete.

Crews consisting of cable splicing personnel from General Construction and San Francisco Division will be assigned to perform the above work on a three shifts a day, five days a week basis. Each crew shall consist of one Cable Splicer and one other employee from General Construction and one Cable Splicer from San Francisco Division.

Schedules of the employees from San Francisco Division will be in accordance with the provisions of Section 202.17 and the revised clarification of such section signed July 2, 1969.

Under the provisions of Subsection 302.7(e)(2) of the Agreement, Company proposes, with concurrence of the employees involved, to establish a three-shift schedule for the four Cable Splicers and four other General Construction employees. Their basic workweek shall continue to be Monday through Friday and their hours of work shall be 12:00 midnight to 8:00 AM, or 8:00 AM to 4:00 PM, or 4:00 PM to 12:00 midnight. Rotation through the schedule of hours will be on an eight-week cycle as follows:

	<u>Week</u>										
	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>10th</u>	
Crew #1	8 AM	8	8	8	4 PM	4	12 M	12 M	8 AM	8	etc.
Crew #2	8 AM	8	4	4	12	12	8	8	8	8	etc.
Crew #3	4 PM	4	12	12	8	8	8	8	4	4	etc.
Crew #4	12 M	12	8	8	8	8	4	4	12	12	etc.

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In application of the above hours and schedule of work, an employee will be paid at the overtime rate for hours worked during the first four days of his first assignment to other than the 8:00 AM work period. Neither subsequent rotation nor a break in rotation whereby an employee stays on the 8:00 AM work period and is later returned to the normal cycle of rotation would entitle him to commence a new first four-day period.

Initially, the following General Construction personnel are included:

K. E. Rupf	-	Cable Splicer
J. A. Rider	-	" "
W. M. Lassen	-	" "
F. E. Eaton	-	" "
M. D. Silver	-	Apprentice Lineman
J. A. Stanfill	-	" "
D. A. Muro	-	" "
E. R. Salgado	-	Groundman

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *M. Bonbright*
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

May 4, 1973

By *L. L. Mitchell*
Business Manager