



LETTER AGREEMENT NO. 99-66-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P. O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

RICK R. DOERING, MANAGER
AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

November 4, 1999

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

Pursuant to Subsection 10.7(b) of the Clerical Agreement, Company proposes to establish the following flexible work schedule for clerical bargaining unit employees in the G. O. Accounts Payable Section.

1. Coverage

Each unit will determine specific coverage requirements for each job within the unit. Some units may have more flexibility in work schedules (start times, end times, lunch times, and break times) than others due to the nature of their work and the number of employees performing the work. If the employee's preferred work schedule cannot be accommodated due to coverage requirements, then priority will be given to those with the most seniority in the unit who are regularly performing the assigned work and the least senior employee will have an assigned work schedule.

2. Work hours

Work hours will be between 6:30 a.m. - 5:00 p.m., with start times beginning on the half hours between 6:30 and 8:30. Each employee will have a set schedule. Work schedules to select from include:

6:30am - 3:00pm	w/ a 30 minute lunch
6:30am - 3:30pm	w/ a 60 minute lunch
7:00am - 3:30pm	w/ a 30 minute lunch
7:00am - 4:00pm	w/ a 60 minute lunch
7:30am - 4:00pm	w/ a 30 minute lunch
7:30am - 4:30pm	w/ a 60 minute lunch
8:00am - 4:30pm	w/ a 30 minute lunch
8:00am - 5:00pm	w/ a 60 minute lunch
8:30am - 5:00pm	w/ a 30 minute lunch

3. Lunch

Lunch will be scheduled and taken between 11:00am and 2:00pm and will be either 30 minutes or 60 minutes, at the employee's choosing.

4. Breaks

Two 15 minute breaks will be scheduled (on the quarter hour) at the employee's choosing; one in the morning and one in the afternoon. Breaks cannot be combined with the lunch break or start or end time, and they cannot be "banked".

5. Sample Schedules

Using the above criteria, employees may have varied schedules. For example:

	<u>work hours</u>	<u>lunch</u>	<u>break 1</u>	<u>break 2</u>
Employee 1	7:00 - 4:00	11:00 - 12:00	8:30	1:30
Employee 2	8:00 - 4:30	12:00 - 12:30	10:00	2:30
Employee 3	8:30 - 5:00	12:30 - 1:00	9:45	2:15

6. Exceptions

Exceptions from the set schedule must be approved by the supervisor in advance.

7. Cancellation Clause

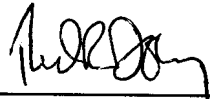
This agreement may be amended at any time by agreement between Company and Union. It may be canceled by either party upon 30 days prior written notice.

This proposal has been discussed with Union Business Representative Debbie Mazzanti.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Rick R. Doering, Manager and
Chief Negotiator

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

 1999

By: 
Jack McNally
Business Manager