

## PACIFIC GAS AND ELECTRIC COMPANY

PGE

+ 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

August 4, 1981

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:

Section 202.16 of the Physical Agreement provides the basis for changes in the hours of work and/or the basic workweek of employees covered by that Agreement. Frequently, employees and Division management together desire a temporary change in hours (i.e., to work "early" hours during the summer months of the year).

Company proposes that temporary (less than six months) changes in hours of work be executed by the Division Personnel Manager and the Union Business Representative and that copies of these executed agreements be filed with the Manager of Industrial Relations and the Business Manager of Local 1245, IBEW. Hours Agreements that are in conflict with the provisions of the current Labor Agreement (other than Section 202.4 and Subsection 202.5(a)) shall be subject to invalidation by mutual agreement of the Manager of Industrial Relations and IBEW Business Manager. It is intended that any schedule change proposed to last for more than six months or proposed to recur annually will continue to require agreement between the Manager of Industrial Relations and IBEW Business Manager.

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 *W. Dabright*  
 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

August 11, 1981

By *Jack McNally*  
 Business Manager