

PACIFIC GAS AND ELECTRIC COMPANY

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245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587
August 6, 1985

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:

Pursuant to Subsection 202.16(b) of the Physical Agreement, Company proposes to establish on a trial basis, a ten-hour four-day workweek in the Gas T&D Departments of Bay and Mission Districts, East Bay Region. The trial will be in effect through October 26, 1985.

The experiment will involve four crews at each of three yards: Richmond, Livermore and Hayward.

Such a shift schedule change will cause some administrative problems which we propose to handle as follows:

Work Hours

Working hours will be 7:00 a.m. to 5:30 p.m. in Richmond and Livermore, and 7:30 a.m. to 6:00 p.m. in Hayward. Monday through Thursday will be the normal work days.

Meals and Rest Periods

Lunch period will normally be scheduled five hours after starting time. However, the regular lunch period may be advanced or delayed up to one-half hour for any of the reasons listed in Section 202.4 of the Agreement.

Overtime

No overtime will be paid for less than ten hours' work per scheduled work day. Overtime at the rate of one and one-half times the straight rate of pay shall be paid for time worked in excess of ten hours. Time worked in excess of twelve consecutive hours shall be paid at the rate of two times the straight rate of pay.

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 as provided in IWC Order No. 80-4.

Sick Leave, Vacation and Holidays

Each employee's entitlements for sick leave and vacation will be converted to hours. An employee who is off for vacation or sick leave will be charged for ten hours. Sick leave and vacation will be subject to the following conditions:

- a) Sick Leave: Sick leave shall be charged in increments of one hour.
- b) Vacation: An employee may, upon returning to the regular eight-hour workweek schedule, elect to have Company purchase any fractions of days' vacation remaining untaken or may elect to take a day off and be paid for that amount of fractional vacation allowance due.
- c) Holidays: Ten hours' pay will be paid for holidays.

Backup for Sick Leave and Vacation Days

Upgrades behind employees who are absent due to vacation or sick leave will be made to those employees in the next lower classifications on the same shift, i.e., Helpers on the ten-hour shift will receive first consideration for upgrades on the ten-hour shift schedule. If there are no qualified employees available within the shift unit, then all employees in the work force at the headquarters will be considered.

Participation

Employees participating in this experiment will be selected from those who volunteer on a seniority basis. An employee may at any time request and be granted the right to return to the regular eight-hour shift. However, an employee will not be permitted for the duration of this trial to return to the ten-hour shift again after he has once chosen to return to the eight-hour shift.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. B. Bright*
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

Aug 9, 1985

By *Jack McKinley*
Business Manager

PACIFIC GAS AND ELECTRIC COMPANY

PG&E



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I. WAYLAND BONBRIGHT
MANAGER
INDUSTRIAL RELATIONS

August 6, 1985

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:

Attached for your signature is a Letter Agreement proposing a trial ten-hour, four-day workweek in Bay and Mission Districts of East Bay Region.

The Productivity Enhancement Committees in both Bay and Mission Districts have identified the ten-hour, four-day workweek as a possible productivity improvement in Gas T&D.

Evaluation of the trial will be the responsibility of the Regional Staff together with Operations Productivity Analysts. Input will be sought from the bargaining unit members, Union's Business Representative, Construction Supervisors, General Foremen and District Superintendents involved in the trial.

The evaluation will include, but not be limited to, the following items:

Productivity

- Savings in travel time
- Savings in set-up and removal of safety equipment
- Effect on job coordination (Tail Boards, etc.)
- Small jobs of one-day duration or less
- Effect of fatigue on both the crew members
and the supervisors working extended days
- Employee morale (before and after)
- Customer relations
- Coordination/relations with contractors/developers
- Impact on overtime
- Effect on safety record
- Work productivity measurement system

Sincerely,

PNL:sc