

## PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

March 26, 1986

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:

The Company proposes, pursuant to Section 204.4 of the Physical Agreement, to establish on a trial basis a ten-hour, four-day workweek in the Eureka Electric T&D Department of Humboldt Division in Redwood Region. The trial would last for six months, beginning March 31, 1986 and ending October 3, 1986.

The eight electric line crews in the Eureka Service Center will be divided into two four-crew units, each with an Electric Construction Supervisor and clerical support.

A) Workweek

One unit will be assigned a normal workweek Monday through Thursday, the second unit will be assigned a normal Tuesday through Friday.

Normal work hours will be 0700 to 1730.

B) Meals

Lunch period will normally be five hours after start 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.

C) Overtime Meals

No employee shall be required to work more than five hours without a meal except as provided in Section 202.4 (i.e., any paid overtime prior to 0600 or after 1730 qualifies for meals per Title 104) or when a work period of not more than six hours will complete the day's work as provided in IWC Order No. 80-4.

D) Overtime

No overtime will be paid for less than ten hours' work on a scheduled workday during regularly scheduled work hours. Overtime at the time-and-a-half rate shall be paid for time worked in excess of ten hours.

The double-time rate will be applied for time worked in excess of twelve consecutive hours.

E) Upgrades

Tuesday through Thursday normal practice will prevail. On Mondays and Fridays, upgrades will be made among all personnel working the same 0700 to 1730 hours (includes prearranged overtime).

F) Sick Leave, Vacation, Holidays, Jury Duty, and Funeral Leave

Sick Leave, Jury Duty, Funeral Leave, and Vacation will be converted to hours. An employee who is off for either will be charged for ten hours, subject to the following conditions:

1. Sick leave shall be charged in increments of one hour.
2. Vacation - an employee may, upon returning to the regular eight-hour workweek, elect to have Company purchase any fractions of days' vacation remaining, or may elect to take a day off and be paid for that amount of fractional vacation allowance due.
3. Holidays - ten hours' pay will be paid for holidays. The provisions of Section 103.6 shall apply to holidays on an employee's non-workday (utilizing the ten-hour credit as applied in F.2. above).

G) Personnel

It is expected that all bargaining-unit personnel in Eureka Electric T&D will participate, with the exception of Troublemens, who will retain their normal work hours. Individuals in like classifications wishing to exchange their scheduled workweek, from one unit to another, may do so on a mutually agreeable basis for good cause and with management's concurrence.

H) Cancellation

Cancellation for due cause may be made by Union or Company with 15 days' advance notice.

March 26, 1986

The intent of this test is to continue providing five-days-a-week service to our customer while reducing travel and site setup time. There is no intent to extend this 4-10 schedule into a regular 5-10 schedule. However, that does not preclude the scheduling of prearranged overtime as required. A productivity study was conducted utilizing the same crews in August of 1985. We will conduct a duplicate study in August of 1986. This will provide an accurate assessment as we'll have four months to work the "bugs" out and the comparison of the eight- and ten-hour workdays would be performed under similar, if not identical, circumstances. Questions of safety, fatigue and morale will also be addressed.

It is our understanding that the employees are in agreement with this proposal.

It is also necessary for this trial to change the work hours of the Assistant Foreman's Clerk from the present 7:00 a.m. to 3:30 p.m. to the proposed 6:00 p.m. to 4:30 p.m., four days a week beginning March 31, 1986 and ending October 3, 1986. This will provide for continuing the current duties of preparing vehicles, special tools and materials, loading and other duties prior to the crews' start time. The incumbent Assistant Foreman's Clerk is in agreement with this proposal.

The proposal has been discussed with Mr. Bob Gibbs, Union Business Representative.

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 *J. W. Bonbright*  
Manager of Industrial Relations

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

*April 1*, 1986

By *Jack McHenry*  
Business Manager