

PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

May 11, 1987

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 202.16 of the Physical Agreement and Letter Agreement No. 86-155-PGE, to establish a trial ten-hour, four-day workweek schedule for the Roseville Gas Service Department in Drum Division. We propose to make this trial effective May 11, 1987 through November 11, 1987.

This schedule will apply to all bargaining unit personnel in this department with the exception of one Service Operator in Roseville who will retain his normal five-day workweek with new regular work hours of 0630-1530.

With the exception of one Serviceman in Roseville, the regular work hours under the ten-hour, four-day workweek will be 0700-1730 with personnel assigned as follows:

Roseville Gas Service

Three Servicemen assigned Monday - Thursday
Four Servicemen assigned Tuesday - Friday
Four Servicemen assigned Monday, Tuesday, Thursday,
Friday (Wednesday off)
One Serviceman assigned Wednesday - Saturday
Two Reserve Gas Servicemen assigned Monday, Tuesday,
Thursday, Friday (Wednesday off)

NOTE: Exception (Roseville)

One Serviceman assigned Wednesday - Saturday with
regular work hours of 1100-2100

The trial will follow the provisions of the generic ten-hour, four-day workweek schedule outlined in Letter Agreement No. 86-155-PGE, with the following three exceptions:

Meals and Rest Periods (Replaces "Meals" paragraph of Letter Agreement No. 86-155-PGE.) 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.

Two rest periods not to exceed 15 minutes each will be permitted; one rest period is to be taken in the middle part of the first half of the workday, and one rest period is to be taken in the middle part of the second half of the workday. Lunch periods and rest periods cannot be accumulated or combined and taken together.

Holidays (Replaces "Holidays" paragraph of Letter Agreement No. 86-155-PGE.) Ten hours' pay will be paid for holidays. Employees regularly scheduled to work on holidays will only work eight hours and receive ten hours' holiday pay (straight time) and eight hours' pay at one-and-one-half times the straight rate of pay. The provisions of Section 103.6 shall apply to holidays on an employee's non-workday (utilizing the ten-hour credit as applied in Item No. 2, Vacation, of the generic agreement).

Cancellation Clause (Replaces "Cancellation Clause" paragraph of Letter Agreement No. 86-155-PGE.) This agreement may be cancelled 30 days after written notice of such cancellation by either party. In the event of cancellation, all employees would return to their regular eight-hour shifts in effect on May 1, 1987.

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 *[Signature]*
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

May 20, 1987

By *[Signature]*
Business Manager