

Pacific Gas and Electric Company

215 Market Street  
San Francisco, CA 94106  
415/972-7000

May 24, 1989

Local Union No. 1245  
International Brotherhood of  
Electric Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Section 202.16(b) of the Physical Agreement, Company proposes to establish a 4-day, 10-hour schedule for Hydro Generation employees located at Camp One in Northern Area Hydro for a test period beginning on May 7, 1989, and ending on October 7, 1989. This specific agreement will be in accordance with the Generic Four-Day, Ten-Hour Agreement (86-155-PGE) except as listed below:

1. AFFECTED EMPLOYEES

Subject to Union ratification, all Hydro Generation employees at Camp One except for employees in the Roving Operator and Ditch Tender classifications will be placed on the 4-day, 10-hour schedule.

2. SHIFT SCHEDULE

Employees will work an A or B schedule as shown below. Employees will normally work the A schedule (Monday-Thursday) except when they are required to work with another department which observes Friday as a regular workday.

A and B Static Schedules

Monday - Thursday workweek for Schedule A  
Tuesday - Friday workweek for Schedule B  
4 days on/3 days off  
8 workdays in a 14 day cycle

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>	/	<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
X	A	A	A	A	X	X		X	A	A	A	A	X	X
X	X	B	B	B	B	X		X	X	B	B	B	B	X

3. HOURS

Work hours will be from 0700 to 1730. Employees will receive a 1/2 hour unpaid lunch from 1200 to 1230.

4. PAYCHECKS

It will be the employee's responsibility to pick up their Friday paycheck on their own time if they are not working that day, providing the checks are not available on Thursday.

5. AREAS OF EVALUATION

The test period will provide an assessment of the 10-hour workday. During the test period, questions on safety, fatigue, productivity, emergency overtime availability, overtime costs, interfacing with other departments, and morale will be evaluated.

Either the Company or Union reserves the right to cancel this agreement by giving 15 days written notice.

This proposal has been discussed with Union Business Representative, Mr. Scott Thomas.

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bradford *CRP*  
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

June 8, 1989

By Jack McHenry  
Business Manager

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