

**Pacific Gas and Electric Company**

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

May 25, 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 the provisions of Subsection 202.16(b) of the Physical Agreement and the generic Letter of Agreement 86-155-PGE, Company proposes to establish a trial ten-hour, four-day workweek schedule for the Electric Meterman, Diablo Division, Easy Bay Region. The trial ten-hour, four-day workweek will begin on the first Monday following the start of daylight savings time (April 3, 1989), and will end on the first Monday following the end of daylight savings time (October 30, 1989).

This proposal will follow the generic Four-Ten Letter of Agreement with the exception of the specific items outlined below.  
 88-54-PGE

#### Workweek

The Electric Metermen in Concord will be divided into two units. One unit, consisting of one-half of the crew, will be assigned a normal workweek of Monday through Thursday. The second unit, consisting of one-half of the crew, will be assigned normal workweeks of Tuesday through Friday.

POT and EOT will be distributed according to the overtime lists. POT on extension of workday will be to Metermen assigned that particular work schedule.

Normal work hours will be from 7:30 a.m. to 6:00 p.m. Lunch will be from 12:00 noon to 12:30 p.m.

#### Personnel

All bargaining-unit personnel will participate. If a temporary upgrade is needed for Supervision in the Service Department for a single day (e.g., illness), the temporary upgrade will be for a ten-hour day. In instances where upgrades are needed one week or more, such as vacation or other extended vacancy, the upgrade will revert to the standard eight-hour, five-day workweek.

Supervision will remain on an 8 hour workday, 5 day workweek during this trial period.

Individuals in like classifications wishing to exchange their scheduled workweek from one unit to the other may do so on a mutually agreeable basis with good cause and management's concurrence, with five day notice.

Holidays

Holiday pay will be according to the generic agreement.

Items To Be Measured

1. Improvement in scheduling
2. Reduce miles per tag
3. Ability to continue to meet new business workload
4. Reduce POT
5. Effects on Safety
6. Effects on Sick Leave

The present method on monitoring the meterman daily/monthly work is by MEMS (Meterman Efficiency Measurement System). Although only implemented in July of 1988, we will continue to utilize the report during the trial period. (See attached)

Cancellation

Either the Company or Union reserves the right to cancel this agreement by giving 20 days written notice.

Conclusion

The intent of this test is to continue providing five-day-a-week service to our customers while extending hours to provide more efficient customer service. There is no intent to extend this four-day, ten-hour schedule into a regular five-day, ten-hour schedule; however, that does not preclude the scheduling of overtime as required.

This test period will provide an assessment of the ten-hour workday in comparison to the eight-hour workday.

If you are in accord with the foregoing and attachment 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 CFR  
Manager of Industrial Relations

The Union is in accord with the foregoing and attachment 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 Weisberg  
Business Manager

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Attachment

METERMEN EFFICIENCY MEASUREMENT SYSTEM  
 SERVICE DEPARTMENT - MONTHLY SUMMARY  
 FEB 1989 Report for R/C 01-633

01/01/80

MILEAGE	TAGS FORMULA		HOURS BREAKDOWN	
	237	7.11	=====	
	3307	0.00		
SERVICE CALLS			Fayroll Hours	0.00
1.MTR TEST KWH INSTALL	28	14.00	Plus Upgrade Hours	624.00
2.MTR TEST 15M DEM INSTALL	14	14.00	Less Vacation Hours	72.00
3.MTR TEST 30M DEM INSTALL	4	6.00	Less Holiday Hours	0.00
4.MTR TEST KWH REQUIRED	21	10.50	Less Sick Hours	0.00
5.MTR TEST 15M DEM REQUIRED	8	8.00	Less Other Hours	16.00
6.MTR TEST 30M DEM REQUIRED	5	7.50		-----
7.MTR TEST REACTIVE	15	3.75	Sub-Total	536.00
8.MTR TEST MAG TAPE	13	3.25	Plus Overtime	0.00
9.MTR TEST KWH OFFICE	49	24.50	Less Except Hours	142.75
10.MTR TEST 15M DEM OFFICE	2	2.00		=====
11.MTR TEST 30M DEM OFFICE	2	3.00	NET MAN HOURS	393.25
METER TAG CALLS				
12.MTR TEST KWH CUST COMPLAINT	15	7.50		
13.MTR TEST 15M DEM CUST COMP.	0	0.00		
14.MTR TEST PHASE ANGLE	0	0.00		
15.READ/SERVICE MAG TAPES	165	54.94	FORMULA HOURS	383.36
16.1 PHASE MTR INSTALL	60	15.00	EFFICIENCY	97.48
17.1 PHASE MTR OUT	59	14.75		
18.3 PHASE MTR INSTALL	11	3.66	TOTAL TAGS	980
19.3 PHASE MTR OUT	15	4.99	MILES PER TAG	3.37
20.CT AND MTR INSTALL	2	7.00		
21.CT AND MTR OUT	5	5.00		
22.INSTALL RKVA MTR	1	1.00		
23.3 PHASE ABASE/JEM MTR M/C	0	0.00		
COMPANY INITIATED WORK				
24.PROGRAM TOU E7	68	17.00	SERVICE CALL TAGS	159
25.PROGRAM TOU MTR ALL/A6	1	0.25	CGI	2
26.PROGRAM TOU MTR E20	4	2.00	CGI pct	1.25
27.PROGRAM TOU AGRIC.	0	0.00	METER TAG TAGS	333
28.MAG TAPE PLUG IN CHANGE	0	0.00	CGI	0
29.LPR/RECORDER CHANGE/INSTALL	11	22.00	CGI pct	0.00
30.REVENUE PROTECTION TAMP.	68	17.00	COMPANY INIT TAGS	455
31.DR/BG/MHT/CP/TO	16	5.33	CGI	31
32.REREAD TOU MTR	4	2.00	CGI pct	6.81
33.ECI/MEET CUST. SVC. REP.	24	24.00	TOTAL NON-CGI TAGS	947
34.PREINSPECT MTR. INSTALL	46	15.32	CGI TAGS	33
35.COMP. REL MTR. REQ. STOCK	213	53.25	CGI pct	3.48
36.CAN'T GET IN TAGS	31	7.75		
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	980	383.36		