

**Pacific Gas and Electric Company**

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

April 25, 1990



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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Subsection 202.16(b) of the Physical Agreement and Letter Agreement 86-155-PGE, Company proposes to pilot a voluntary four-day, ten-hour workweek schedule for Senior Metermen regularly assigned to the Hayward Service Center. Employees who do not volunteer for the four-day, ten-hour workweek will continue to work a five-day, eight-hour workweek. Company proposes that this schedule begin two weeks before daylight savings time commences and remain in effect until daylight savings time ends.

The following provisions will be applicable:

1. 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 reason listed in Section 202.4 of the Agreement.

2. 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., assuming a schedule of 0700 to 1730, any paid overtime prior to 0600 or after 1730 qualifies for meals per Title 104).

3. Overtime

No overtime will be paid for hours worked during regularly scheduled hours on regularly scheduled workdays. Overtime at 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 12 consecutive hours.

4. Workweek

Pursuant to Section 202.1 of the Physical Agreement, weekends will not be considered as part of the basic workweek. In order to establish the third day off, employees will be asked to designate their preference for Monday or Friday. If all three of the employees sign up for the same day, the least senior employee will be assigned to the other day to ensure the department can respond to operating needs.

5. Hours

Work hours will commence at 7:00 a.m. and end at 5:30 p.m.

6. 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, upon returning to the regular eight-hour workday, may 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. Employees remaining on the ten-hour day at the end of a year will automatically have any fractional vacation allowance deferred to the following year.
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 Item No. 2 above).

Either the Company or Union reserves the right to return to the five-day, eight-hour shift schedule by giving 30 days' notice should, in the opinion of either Company or Union, the four-day, ten-hour workweek schedule adversely affect the operation of the Company or the employees. This includes, but is not limited to, the level of productivity, absenteeism, tardiness, safety, performance, refused overtime, overtime availability and employee attitude.

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 Paul D. Bradford  
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

May 4, 1990

By Jack Weber  
Business Manager

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