

PACIFIC GAS AND ELECTRIC COMPANY

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

December 3, 1986

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

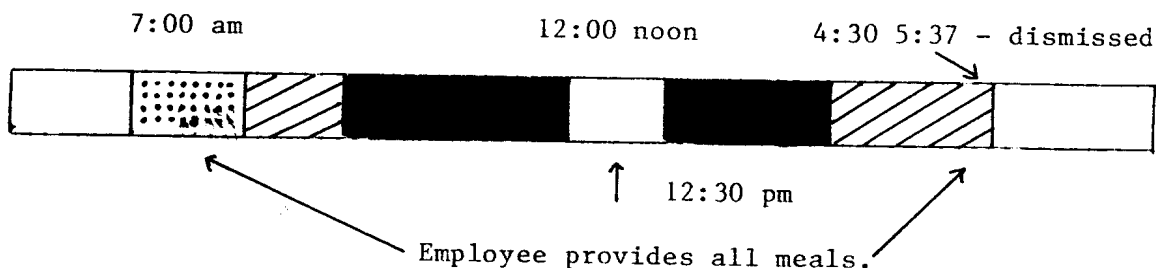
Attention: Mr. Jack McNally, Business Manager

Gentlemen:

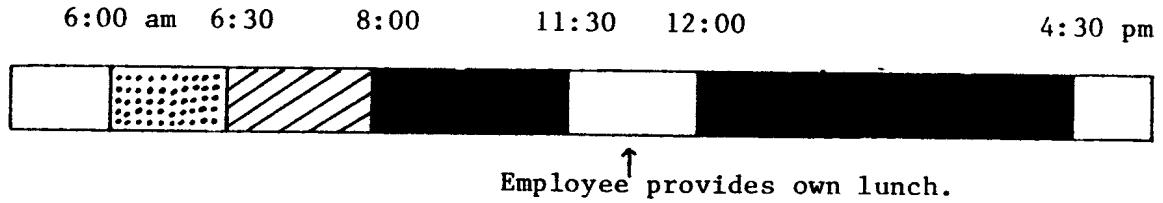
Pursuant to the discussions in 1983 negotiations, we propose changes in Title 104 - Meals Clarification, entire Sections B1, B2 and C3, to bring it into conformance with California Wage Order 4-80.

Change the following to read:

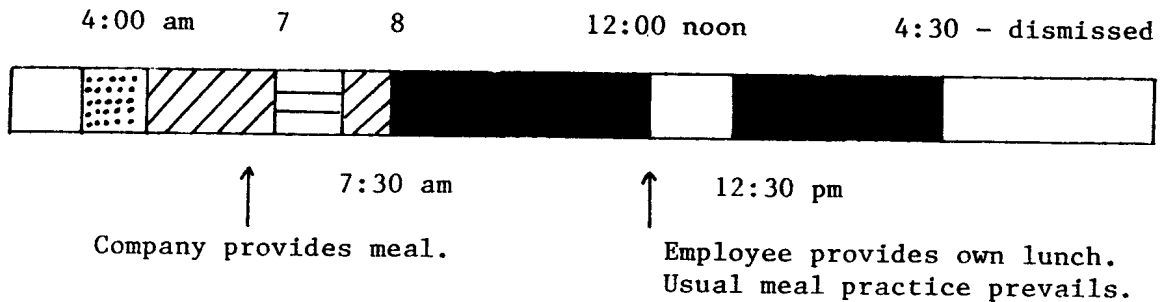
- B1(a). When prearranged overtime work starts at or later than 7:00 a.m., an employee provides his own breakfast and lunch as usual, on work days or non-work days. (Section 104.8)
- B1(b). When prearranged work stops at or before 5:37 p.m., an employee provides his own dinner as usual, on work days or non-work days. (Section 104.4 - Review Committee Case No. 732, 1967)



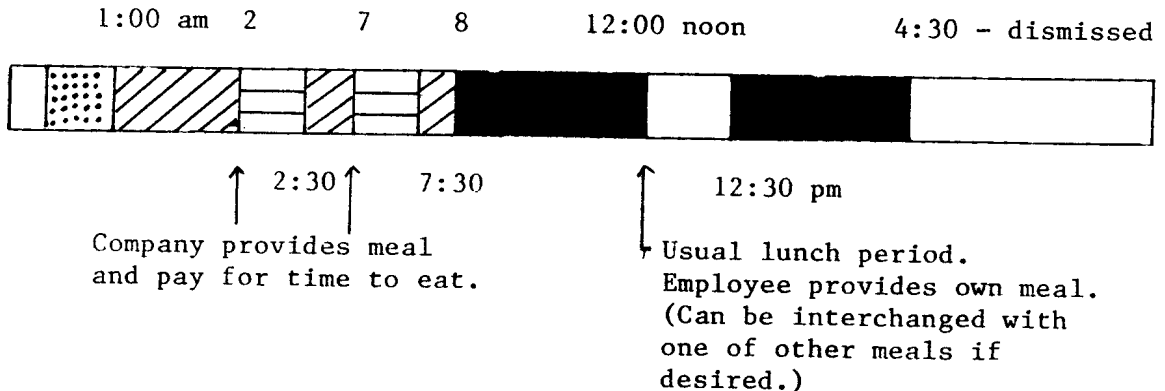
- B1(c). When prearranged work is to start after 6:00 a.m. and before 7:00 a.m., an employee normally will eat breakfast before reporting for work. The employee will provide his own lunch and eat it no more than five hours after the prearranged work began.



B2(a). When prearranged work is to start at or before 6:00 a.m., but not earlier than 2:00 a.m., normally plans will be made to provide a breakfast at approximately 7:00 a.m., the usual time therefor (Section 104.8).



B2(b). When prearranged work is to start earlier than 2:00 a.m., plans shall be made to provide a meal at a time so it will be completed approximately four hours, but not more than five hours, prior to the usual breakfast time at 7:00 a.m., when another meal shall be scheduled. Normally both these meals will be at Company expense and the time necessarily taken to consume such meals shall be considered as time worked. The employee then shall provide his own meal at the noon hour and the usual practice relating to lunch periods on work days shall prevail. When conditions require, it is permissible to schedule the meal provided by the employee to be eaten on his own time at one of the other meal times, but total meal time with pay and number of meals furnished by Company is to remain unchanged (Sections 104.6 and 104.8).



C3. Emergency work which starts two hours or more before regular work hours and continues into regular work hours on work days is handled the same as prearranged work. However, if Company does not give the employee an opportunity to eat breakfast or prepare a lunch before reporting for work, it shall provide such meals for him at approximately the usual times. In the illustration of this example shown below, it is assumed the Company called the employee sometime before 4:00 a.m., allowed travel time from his living quarters and started work at 4:30 a.m. (Section 104.3).



Breakfast provided by Company at approximately the usual breakfast time. Where the nature of the work is such that it cannot be stopped for breakfast, the employees should be allowed, when hungry, to eat the lunch they brought from home and Company will buy their lunch at the noon hours.

Lunch provided by Company when opportunity to prepare same has not been allowed before reporting. Time not paid for eating such meal or meal provided by employee, as usual practice relating to lunch periods on work days shall prevail.

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 *W. D. Bright*
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

Dec 8, 1986

By *Jack McKinley*
Business Manager