

PACIFIC GAS AND ELECTRIC COMPANY

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

April 29, 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:

Pursuant to the provisions of Subsection 206.16(b) of the Physical Agreement and the generic Letter Agreement 86-155-PGE, Company proposes to establish a trial ten-hour, four-day workweek schedule for the Redding Gas T&D Department, Shasta Division, Sacramento Valley Region. This trial will begin the Monday after the execution of this Letter Agreement and will end October 23, 1987.

The four gas crews in the Redding Service Center will be divided into two equal units, each with a Construction Supervisor and clerical support.

This proposal will follow the generic Letter Agreement with the exception of the specific items outlined below.

WORKWEEK

The first unit will be assigned a normal workweek of Monday through Thursday. The second unit will be assigned a normal workweek of Tuesday through Friday.

Normal work hours will be from 0700 to 1730.

UPGRADES

Tuesday through Thursday normal practice will prevail. Monday and Friday, upgrades will be made among all personnel working the same 0700 to 1730 hours (includes prearranged overtime).

PERSONNEL

It is expected that all bargaining-unit personnel in the Redding Gas T&D will participate, with the exception of the Gas Servicemen who will retain their normal work hours.

If temporary upgrades are needed for Gas Servicemen on a single day's notice (e.g., illness or workload), the temporary upgrades will be for a ten-hour day. These upgrades will apply as specified in above paragraph. In instances where upgrades are needed with advance notice, such as vacation, the upgrades will revert to the standard eight-hour, five-day workweek.

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.

CANCELLATION

Either the Company or Union reserves the right to return to the five-day, eight-hour shift schedule by giving 15 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.

The intent of this test is to continue providing five-day-a-week service to our customers while reducing travel and site set-up time. 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 for compliance of the eight-hour workday and the ten-hour workday.

During this test period, questions of safety, fatigue and morale will also be addressed.

Also, one Utility Clerk's hours will need to be changed from the present 0800-1700 hours to 0700-1600 hours on the Monday or Friday that the Foreman's Clerk will be off.

The Foreman's Clerk and current Utility Clerk who is scheduled for this upgrade on the Foreman's Clerk day off are in agreement with this proposal.

If you are in accord with the foregoing and agree thereto, please so indicate in the space below and return on 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

[Signature], 1987

By *[Signature]*
Business Manager