

## PACIFIC GAS AND ELECTRIC COMPANY

PGE +

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

December 2, 1977

Industrial Welfare Commission  
Industrial Relations Department  
455 Golden Gate Avenue  
San Francisco, California 94102

Subject: Exemption - Industrial Welfare Commission  
Order 4-76

Gentlemen:

Application is hereby made for a limited exemption from the record keeping requirement of Section 7 of Order 4-76. This is a joint application made pursuant to Section 18 of Order 4-76 on behalf of the Pacific Gas and Electric Company and Local 1245, International Brotherhood of Electrical Workers, AFL-CIO. Local 1245 represents the employees affected.

This exemption is applied for on behalf of union-represented employees of Company's Comptroller's Department headquartered at 77 Beale Street, San Francisco, California. The employees concerned herein perform certain accounting functions for Employer on the day shift. The employees' present work hours are from 8:00 AM - 4:30 PM with one-half hour lunch break approximately midway in their shift.

The change to a "flextime work schedule" emanates from negotiations between the Company and Local 1245. The flextime schedule has been sought by the employees, and Company is desirous of putting the schedule into effect immediately. The details of the proposed flextime schedule are set forth in the attached letter agreement between Local 1245 and Pacific Gas and Electric Company (Attachment A). Generally, the schedule will enable employees to start their workday between 7:00 AM and 10:00 AM. The basic workweek of five workdays will encompass 37-1/2 hours at the straight time rate of pay. The employees will clock their work hours, excluding rest periods and lunch time. The employees will be required to observe a minimum one-half hour lunch time during each workday.

The time clocks are not designed to meet the time record keeping requirement of Section 7 of Order 4.76. We have not discovered a satisfactory method of maintaining the flexible hours of work provided herein and at the same time meet the record keeping requirement of Section 7. However, as the flextime schedule is desired by the employees and beneficial to their interest, we respectfully request that the Department grant an exception as provided for in the quoted Sections of the Order.

Respectfully submitted,

PACIFIC GAS AND ELECTRIC COMPANY

By

  
I. Wayland Bonbright

LOCAL UNION 1245, INTERNATIONAL BROTHER-  
HOOD OF ELECTRICAL WORKERS, AFL-CIO

Date: December 20, 1977

By

  
Dean Cofer