

PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

July 7, 1987

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 Letter Agreement 86-94-PGE, the Company proposes to extend the pilot ten-hour, four-day workweek schedule at the Fremont Gas Meter Repair Plant through August 31, 1987.

The pilot was implemented October 20, 1986 and was extended through June 30, 1987.

This extension will provide time for both parties to refine their proposals concerning adoption of the four-ten schedule on a regular basis. During the additional sixty-day period, the terms of the original agreement signed on September 23, 1986 (Attachments I and II), and a modified work schedule agreed to on January 20, 1987 (Attachment III), will remain in effect.

If you are in accord with the foregoing and the attachments 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. Bonbylt
 Manager of Industrial Relations

The Union is in accord with the foregoing and the attachments and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
 BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

July 13, 1987

By Jack McNally
 Business Manager

September 18, 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 Subsection 202.16(b) of Physical Agreement, Union proposes to add two four-day, ten-hour workweek schedules to the existing five-day, eight-hour workweek at the Fremont Gas Meter Repair Plant. The proposed workweeks are the following:

Monday-Friday	7:00 a.m. - 3:30 p.m.
Monday-Thursday	6:00 a.m. - 4:30 p.m.
Tuesday-Friday	6:00 a.m. - 4:30 p.m.

The workweek schedule by classification is attached. Employees who do not volunteer to work a four-day, ten-hour schedule will not be assigned such a schedule. Company may change the complement of employees working on the four-day, ten-hour schedules. Such a change is to be accomplished at the break of the workweek and no overtime penalties will be paid. If a volunteer employee requests to be removed from the four-day schedule for cause, such employee shall be reassigned to his regular schedule.

All provisions of Letter Agreement 86-37-PGE, the generic approach to a ten-hour, four-day workweek, will apply.

This proposal was initiated by the affected employees at the Gas Meter Repair Plant and has been discussed with Mr. Bob Choate, Union Business Representative.

Once executed, this agreement will be in effect through December 26, 1986, unless otherwise extended by written agreement between the parties.

This agreement may be cancelled by either party upon 30 days' written notice to the other party of such cancellation.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By s/I. Wayland Bonbright
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

Sept. 23, 1986

By s/Jack McNally
Business Manager

GAS METER REPAIR PLANT
 WORKWEEK SIGN-UPS
 FOUR-DAY, TEN-HOUR PROPOSAL

<u>SECTION/CLASSIFICATION</u>	<u>POSITIONS CURRENTLY FILLED</u>	<u>WORKWEEK SELECTION</u>		
		<u>4-10 M-TH</u>	<u>4-10 TU-F</u>	<u>5-8 M-F</u>
<u>Production Section</u>				
Senior Meter/Regulator Mechanic	16	8	0	8
Meter/Regulator Mechanic	18	12	0	6
Plant Assistant	22	17	0	5
Production Total	<u>56</u>	<u>37</u>	<u>0</u>	<u>19</u>
	==	==	=	==
<u>Materials Section</u>				
Materials Leadman <u>1/</u>	2	1	0	1
Materialsman	6	2	2	2
Materials Total	<u>8</u>	<u>3</u>	<u>2</u>	<u>3</u>
	=	=	=	=
<u>Maintenance Section</u>				
Plant Technician	2	1	1	0
Plant Mechanic	2	1	1	0
Maintenance Total	<u>4</u>	<u>2</u>	<u>2</u>	<u>0</u>
	=	=	=	=
<u>Quality Control Section</u>				
Senior Meter/Regulator Mechanic	3	3	0	0
Quality Control Total	<u>3</u>	<u>3</u>	<u>0</u>	<u>0</u>
	=	=	=	=
TOTAL	71	45	4	22

1/ Two hours on Friday will have to be covered by Leadman upgrade.

PACIFIC GAS AND ELECTRIC COMPANY

86-162-PGE

62-6224

December 17, 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 Letter Agreement 86-94-PGE, the Company proposes to extend the pilot ten-hour, four-day workweek schedule at the Fremont Gas Meter Repair Plant.

The pilot was implemented October 20, 1986 and is scheduled to end on December 26, 1986. The Company proposes to extend the pilot to June 30, 1987, at which time a decision will be made concerning adoption of the new schedule on a regular basis. The extension will provide time to more fully evaluate the ten-hour, four-day workweek. The terms of the initial September 18, 1986 letter of agreement will remain in effect during the extension period.

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 s/I. Wayland Bonbright
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

January 12, 1986 7

By s/Jack McNally
Business Manager

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94538 • (415) 656-1050

January 20, 1987

Mr. Corb Wheeler
3063 Citrus Circle
Post Office Box 4790
Walnut Creek, CA 94596

Corb Wheeler:

This letter documents our agreement to change the complement of employees working on the Tuesday through Friday four day, ten-hour work schedule at the Fremont Gas Meter Repair Plant. Production section employees working on the Tuesday through Friday schedule will begin working on the Monday through Thursday schedule effective Monday, January 26, 1987.

As we have discussed, productivity is a key issue in the four day, ten-hour pilot. This modification will provide full manpower availability four days a week as opposed to the current three days a week.

Please contact me at (415) 659-2714 if you have any questions.

Karen E. Mudge

KAREN E. MUDGE
Personnel Representative

cc: RAHolden
CMPorter
JWBronner
WTPeterson