

PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

February 9, 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 Subsection 202.16(b) of the Physical Agreement, Company proposes to establish, on a trial basis, a ten-hour, four-day workweek at our Milpitas Gas Terminal. This trial will be in effect beginning February 1, 1987, and ending on December 31, 1987. The classifications involved are Gas Supply Coordinators. Shift information is as follows; each 24-hour period shall consist of three shifts (days, evenings, and midnights). Each shift will last for a period of ten hours, and they will be "static" shifts. They will not rotate. Each Gas Supply Coordinator will work "his" shift on a permanent basis. His work hours and time off will not change, except in accordance with overtime provisions. Shift employees will be allowed to exchange shifts within their respective workweeks, provided that no payment of overtime is required, and with the approval of the supervisor in charge.

This specific agreement will be in accordance with the generic 10-hour, four-day workweek Agreement (86-155-PGE) with the exception of the areas noted below.

Meals

Lunch period will normally be five hours after start time. Shift employees shall be permitted to eat their meals during work hours and shall not be allowed additional time, therefore, at Company expense.

Overtime Meals

No employee shall be required to work more than five hours without a meal except as provided in Section 202.4. Title 104 will apply with respect to overtime meals as appropriate.

Overtime

No overtime will be paid for hours worked during regularly scheduled workdays. Overtime at time-and-one-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. The relief operators will be paid at the overtime rate of pay in the ninth and tenth hours of work, when they fill vacant shifts on a "day-at-a-time basis." When the relief is "locked in" a particular shift for at least one week, he will not be paid at the overtime rate of pay during the ninth and tenth hours on a daily basis.

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 *Al Boubricht*
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

March 2, 1987

By *Jack McKinney*
Business Manager

TWELVE WEEK SCHEDULE

JANUARY			S	M	T	W	T	F	S	S	M	T	W	T	F	S
			25	26	27	28	29	30	31	1	2	3	4	5	6	7
<u>EMPLOYEE</u>																
<u>GAS SUPPLY COORDINATOR</u>																
1	E	2 p.m. - 12 mid.	X	X	X	E	E	E	E	X	X	X	E	E	E	E
2	M	9 p.m. - 7 a.m.	M	M	M	M	X	X	X	M	M	M	M	X	X	X
		*EXC W 8 p.m. - 6: a.m.														
3	D	6 a.m. - 4 p.m.	X	X	X	D	D	D	D	X	X	X	D	D	D	D
4	M	9 p.m. - 7 a.m.	X	X	X	M	M	M	M	X	X	X	M	M	M	M
		*EXC W 8 p.m. - 6: a.m.														
<u>GAS SUPPLY COORDINATOR</u>																
5	D	5 a.m. - 3 p.m.	X	D	D	D	D	X	X	X	D	D	D	D	X	X
6	D	6 a.m. - 4 p.m.	D	D	D	D	X	X	X	D	D	D	D	X	X	X
7	E	2 p.m. - 12 mid.	E	E	E	E	X	X	X	E	E	E	E	X	X	X
<u>REL. GAS SUPPLY COORDINATOR</u>																
8	SA	7 a.m. - 5 p.m.	X	X	SA	SA	SA	SA	X	X	SA	SA	SA	SA	X	X
9	SA	7 a.m. - 5 p.m.	X	SA	SA	SA	SA	X	X	X	X	SA	SA	SA	SA	X

* Except Wednesday