

PACIFIC GAS AND ELECTRIC COMPANY

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

May 15, 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 Section 212.12 of the Physical Labor Agreement, Company proposes to modify Subsection 212.2(a) for the Fresno Electric T&D Department of the San Joaquin Valley Region.

Subsection 212.2(a) reads, in part, "On January 1, the accumulated overtime will be reduced to zero for all employees. This procedure is to be continued annually thereafter."

The proposed change would read:

At the beginning of each six month period, the accumulated overtime will be reduced to zero. Six month periods would be January 1 through June 30, and July 1 through December 31.

This proposal is being made at the request of the employees at the headquarters who believe it will eliminate the "fair weather" employees from getting the same overtime hours for the year as those employees who volunteer all year.

This matter has been discussed with Mr. Frank Hutchins, Union Business Representative.

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 *JWBright*
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

May 20, 1987

By *Jack McNally*
Business Manager