

PACIFIC GAS AND ELECTRIC COMPANY

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April 12, 1988

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 the provisions of Subsection 202.16(b) of the Physical Agreement and the generic Letter of Agreement 86-155-PGE, Company proposes to establish a trial ten-hour, four-day workweek schedule for the Concord Electric T&D Department, Diablo Division, East Bay Region. The trial ten-hour, four-day workweek will begin on the first Monday following the start of daylight savings time (April 4, 1988), or as soon as possible following the signing of this agreement, and will end on the first Monday following the end of daylight savings time (October 31, 1988).

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

Workweek

The electric crews in Concord will be divided into two units. One unit, consisting of approximately one-third of the crews, will be assigned a normal workweek of Monday through Thursday. The second unit, consisting of approximately two-thirds of the crews, will be assigned normal workweeks of Tuesday through Friday. Emergency overtime will be distributed according to the procedure outlined in the "Concord Electric T&D Department Extension of Workday Overtime Assignment" for all employees working on Tuesdays through Thursdays. On Mondays and Fridays, only the employees present will be selected for extension of workday overtime from the emergency overtime list per the above procedure.

Normal work hours will be from 6:30 a.m. to 5:00 p.m. Lunch will be from 11:30 a.m. to 12:00 noon.

Upgrades

For time card upgrades, Tuesday through Thursday normal, the practice will prevail. On Monday and Friday, upgrades will be made among all personnel working on those days and working the same 6:30 a.m. to 5:00 p.m. hours (includes prearranged overtime).

Personnel

It is expected that all bargaining unit personnel in Concord Electric T&D will participate, with the exception of the Voltage Testers, and Inspectors who will retain their normal work hours. Employees temporarily assigned to inspect contractor work will also be required to work similar shifts to that of contractors, i.e., five 8-hour days per week; no overtime will be incurred as a result of this requirement.

If temporary upgrades are needed for Troublemens in the Service Department for a single day (e.g., illness or work load), the temporary upgrade will be for a ten-hour day. These upgrades will apply as specified in the above paragraph. In instances where upgrades are needed one week or more, such as vacation or other extended vacancy, the upgrade 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.

It is also necessary to change the work hours of the Foreman's Clerk in Concord from 7:00 - 4:00 Monday through Friday to 6:30 - 5:00 Monday through Thursday and the Assistant Foreman's Clerk in Concord from 6:30 - 3:30 Monday through Friday to 6:30 - 5:00 Tuesday through Friday, both with half-hour lunches.

Holidays

Employees shall receive ten hours pay for holidays during this trial period only. Employees regularly scheduled to work on holidays will only work eight hours and receive ten hours holiday pay (straight time) and eight hours pay at the time-and-a-half rate. The provisions of Section 103.6 shall apply to holidays on an employee's non-workday.

The basic pay for a two-week period and paydays will remain the same.

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.

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This test period will provide an assessment of the ten-hour workday in comparison to the eight-hour workday. During this test period, questions of safety, fatigue and morale will also be addressed.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Buegl
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

April 18, 1988

By Jack McKinley
Business Manager