

**Pacific Gas and Electric Company**215 Market Street  
San Francisco, CA 94106  
415/972-7000

June 19, 1989

Local Union No. 1245  
International Brotherhood of  
Electric Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

In accordance with the provisions of Section 202.16(b) of the Company/Union Physical Agreement, Company proposes that a 4-day, 10-hour work schedule be established for the Selma Garage, Eastside District, Fresno Division, San Joaquin Valley Region, for a period of approximately six months. The current schedule consists of 5-day, 8-hour shifts and operating hours from 7:00 a.m. through 11:00 p.m., Monday through Friday. The proposed operating hours will consist of 4-day, 10-hour shift schedules from 6:30 a.m. - 11:30 a.m. and 12:00 p.m. - 5:00 p.m. during the summer months (June-September) and 7:30 a.m. - 12:30 p.m. and 1:00 p.m. - 6:00 p.m. during the winter months, beginning the first Monday in October. The workweek will begin on Monday and end on Saturday.

This 4-day, 10-hour workweek schedule will follow the provisions of the Generic Four-Day, Ten-Hour workweek schedule (86-155-PGE) except for the following:

**SCHEDULE**

The proposed schedule will begin June 19, 1989, and will end Saturday, December 16, 1989. The personnel in the Selma Garage will return to the 5-day, 8-hour shift schedule on December 18, 1989. Attached is a proposed schedule for the personnel involved.

This proposal has been discussed with the local Union Business Representative and attached is a letter which contains the signatures of the employees involved. We realize that you must make a formal concurrence concerning the vote of the employees.

Either the Company or Union reserves the right to return to the 5-day, 8-hour shift schedule by giving 30 days notice.

If you are in accord with the foregoing and attachments and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Burfa  
Manager of Industrial Relations

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

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

July 1, 1989

By Jack Wilson  
Business Manager

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Attachments

## PROPOSED SCHEDULE

	M	T	W	TH	F	SA	SU
	-	-	-	-	-	-	-
MECHANIC #1	X	X	X	X			
MECHANIC #2	X	X	X	X			
MECHANIC #3			X	X	X	X	
MECHANIC #4			X	X	X	X	
APPRENTICE	X	X	X	X			
GARAGEMAN			X	X	X	X	

HOURS: Summer 6:30am - 11:30am & 12:00noon - 5:00pm  
 Winter 7:30am - 12:30pm & 1:00pm - 6:00pm

**CONFIDENTIAL**

Date: May 23, 1989 Filed:  
to: Fay Strain  
from: Anthony Austin  
Subject: 10-Hour Four Day Workweek

Fay:

I received your letter today stating all the employees in the garage agree to the 10-hour 4 day workweek. However, in order to expedite this agreement I want you to get every employee in the yard to sign your note. This will be a tremendous help to Ron Van Dyke and myself. I am currently in the process of drawing up the agreement and I would like to attach the signatures.

Please Call me if you have any questions at 821-5702.

*Anthony*  
Anthony Austin

ALA(821-5702):

cc: Julie Hatcher

*Mike Watt*  
*Joe T. Coles*  
*Apple*  
*Man*  
*Michael Jones*