

**Pacific Gas and Electric Company**

215 Market Street  
 San Francisco, CA 94106  
 415/972-7000

July 5, 1989



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 Diablo Division Street Light Maintencemen, East Bay Region. The trial ten-hour, four-day workweek will begin 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, 1989).

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

#### Workweek

There are two Street Light Maintencemen in Diablo Division. One will be assigned a normal workweek of Monday through Thursday. The second 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, the normal practice will prevail. On Monday and Friday, upgrades will be made among all personnel 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 both Street Light Maintencemen in Diablo Division will participate.

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.

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.

The intent of this test is to continue providing five-day-a-week service to our customers while reducing travel 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.

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 the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bradford / RBR  
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

Aug 2, 1989

By Jack McHenry  
Business Manager

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