

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

September 20, 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, the Company proposes to implement the four-day, ten-hour workweek schedule for the Gas Service Department in Sacramento Division. This proposal is in accordance with the generic four-day, ten-hour agreement (86-155-PGE) except for the modifications as outlined below.

**A. CLASSIFICATIONS**

All physical bargaining unit personnel in the Sacramento Division Gas Service Department will participate, with the exception of the Service Operators and Relief Service Operators.

**B. WORKHOURS/WORKWEEK**

Regular work hours will be 7:00 a.m. - 5:30 p.m., 11:00 a.m. - 9:00 p.m., or 1:00 p.m. - 11:00 p.m. The workdays of the basic workweek may be consecutive or non-consecutive; however, Company shall keep assignments of employees to work on non-consecutive workdays to a minimum consistent with operational needs.

**C. MEALS AND BREAKS**

Lunch period will normally be five hours after start time. However, the regular lunch period may be advanced or delayed up to one-half hour for any of the reasons listed in Section 202.4 of the Agreement. Two coffee breaks not to exceed 15 minutes will be permitted; breaks are to be taken mid-morning and mid-afternoon. Lunch periods and breaks cannot be accumulated or combined and taken together.

D. HOLIDAYS

Holidays -- Ten hours pay will be paid for holidays. 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 time-and-a-half rate. The provisions of Section 103.6 shall apply to holidays on an employee's non-workday (utilizing the ten-hour credit as applied in Item No. 2 above).

E. CANCELLATION CLAUSE

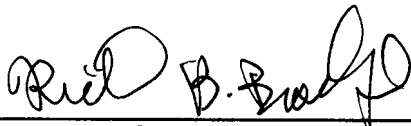
This agreement may be cancelled 30 days after receipt of written notice of such cancellation by either party.

This proposal has been discussed with Wayne Greer, 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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By   
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

, 1989

By   
Business Manager

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