

Pacific Gas and Electric Company215 Market Street
San Francisco, CA 94106
415/972-7000

October 30, 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 Section 202.16 of the IBEW Agreement, the Central Division Distribution Planning Department proposes a voluntary four-day, ten-hour workweek schedule for one Voltage Tester (Clifford Speakman) at Oakport.

The following provisions will be applicable to Mr. Speakman, should he volunteer for such schedule:

MEALS

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 reason listed in Section 202.4 of the Agreement.

OVERTIME MEALS

The employee shall not be required to work more than five hours without a meal except as provided in Section 202.4 (i.e., assuming a schedule of 6:30 a.m. through 5:00 p.m., any paid overtime prior to 5:30 a.m. or after 5:00 p.m. qualifies for meals per Title 104 of the Agreement).

OVERTIME

No overtime will be paid for ten hours work or less on a scheduled workday during regularly scheduled work hours. Overtime at the time-and-a-half rate shall be paid for time worked in excess of ten hours. The double time rate will be applied for time worked in excess of 12 consecutive hours.

WORKWEEK

The proposed ten-hour schedule shall apply to consecutive four days of a Monday through Thursday basic workweek or Tuesday through Friday basic workweek. Implementation of the four-day, ten-hour workweek schedule will be in effect upon the Company's and Union's agreement to this proposal. The employee will be able to choose between Monday or Friday as his third day off each workweek by indicating his preference for the month on the sign-up sheet; however, operational need will also be a consideration in scheduling.

SICK LEAVE, VACATION, HOLIDAYS, JURY DUTY AND FUNERAL LEAVE

Sick leave, jury duty, funeral leave, and vacation will be converted to hours. If the employee is off for one of the above reasons, he will be charged for ten hours subject to the following conditions:

1. Sick leave - Employee shall be charged in increments of one hour.
2. Vacation - Upon returning to the regular eight-hour workday he may elect to have the Company purchase any fractions of days of vacation remaining or may elect to take a day off and be paid for any amount of fractional vacation allowance that is due. Employees remaining on the ten-hour day at the end of a year will automatically have any fractional vacation allowance deferred to the following year.
3. Holidays - Ten hours pay will be paid for holidays. The provisions of Section 103.6 shall apply to holidays on the employee's non-workday (utilizing the ten-hour credit as applied in Item No. 2 above). The employee will receive the usual and customary paid holidays and will maintain the total number of hours of pay for holidays including the three floating holidays.

Company proposes that either party may cancel this agreement by giving a 30-day written notice of cancellation.

This proposal has been discussed with Frank Saxsenmeier, 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,

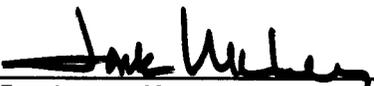
PACIFIC GAS AND ELECTRIC COMPANY

By 
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

Nov 20, 1989

By 
Business Manager

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