

Pacific Gas and Electric Company

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

December 12, 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 Subsection 202.16(b) of the Physical Labor Agreement, the Fremont Materials Distribution Center is requesting a change in work hours on December 22, 1989.

Affected employees would include all first, second, and third shift Materials Men, Materials Leadmen, and Leadman Drivers.

The normal and proposed work hours are as follows:

Normal Work Hours

Proposed 12/22/89 Work Hours

| | |
|------------------------------------|-------------------------------------|
| 1st shift = 7:00 a.m. - 3:30 p.m. | 1st shift = 7:00 a.m. - 12:00 p.m.* |
| 2nd shift = 10:30 a.m. - 7:00 p.m. | 2nd shift = 10:00 a.m. - 3:00 p.m. |
| 3rd shift = 11:30 p.m. - 7:00 a.m. | 3rd shift = 12:00 p.m. - 5:00 p.m. |

* In accordance with Letter Agreement No. R1-89-194-PGE, employees on first shift may opt to start first shift work at any of the five schedule options (6:00, 6:15, 6:30, 6:45, or 7:00 a.m.) and end work five hours later.

This proposal has been discussed with the Local Union Business Representative, Perry Zimmerman.

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 *Richard B. Bragg*
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

Dec 18, 1989

By *Jack McNally*
Business Manager