



LETTER AGREEMENT

No. 90-117-PGE



Pacific Gas and Electric Company
Industrial Relations Department
215 Market Street
San Francisco, California 94106
[415] 973-1125

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Richard Bradford, Manager

May 29, 1990

Jack McNally, Business Manager

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:

Company proposes, pursuant to Title 10 of the Agreement, the attached change of working hours and work schedule of the Vallejo-Napa Accounting and Technical Services clerks. This change is a trial and will be effective June 1, 1990, and will last six months.

This proposal has been discussed with Mr. Larry Pierce of your staff.

Either party may cancel this agreement by giving 30 day written 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. Bradford
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

June 5, 1990

By Jack McNally
Business Manager

EXPERIMENTAL SCHEDULE CHANGE
VALLEJO-NAPA DIVISION
ACCOUNTING & TECHNICAL SERVICE DEPARTMENT

Proposal:

Beginning on June 1, 1990, the Vallejo-Napa Division Support Services Department will implement, on a trial basis, a new work schedule. The new schedule will place four clerks from Accounting & Technical Services within the Support Service Department on a ten hour/four day work week. The regular work hours for the four clerks on a ten hour/four day work week will be from 0700 to 1730 Monday through Friday.

A. WORKWEEK

Two (2) Clerks will work ten hour/four day work weeks. Monday through Thursday.

Two (2) Clerks will work ten hour/four day work weeks, Tuesday through Friday.

B. VACATION COVERAGE FOR OTHER DEPARTMENTS

Vacation relief for other departments will be done based on the other department's regular work hours - normally an eight-hour/five day work week Monday through Friday. These relief assignments shall not result in overtime pay, unless the employee works in excess of 8 hours per day or 40 hours per week.

C. LUNCH (4/10 SHIFT)

Lunch period shall be scheduled between 11:00 a.m. and 2:00 p.m. as stated in Section 10.4.

D. OVERTIME MEALS (4/10 SHIFT)

Overtime meals will be paid as prescribed in Section 16 of the Agreement.

E. OVERTIME (4/10 SHIFT)

No overtime will be paid for ten hours work 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 twelve consecutive hours.

F. SICK, VACATION, HOLIDAYS, JURY DUTY AND FUNERAL LEAVE (4/10 SHIFT)

Sick leave, jury duty, funeral leave, and vacation will be converted to hours. An employee who is off for either will be charged for ten hours, subject to the following conditions:

1. Sick leave shall be charged in increments of one hour.

2. Vacation - Ten hours pay will be paid for vacation days. An employee may, upon returning to the regular eight hour work week, elect to have the company purchase any fractions of days vacation remaining, or may elect to take a day off and be paid for that amount of fractional vacation allowance due.
3. Holidays - Ten hours pay will be paid for holidays. The provisions of Section 14.6 shall apply to holidays on an employees non-work day utilizing a ten hour credit.

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