



LETTER AGREEMENT

No. 90-143-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

Jack McNally, Business Manager

June 15, 1990

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:

The Edenvale Substation Maintenance Department proposes to begin a four-day, ten-hour work week schedule commencing upon execution of this agreement. This revised work schedule will be in effect for a period of six months or until terminated by either party under provisions of this agreement. At the end of this term, effectiveness of this schedule will be evaluated. Pursuant to Section 202.16(b) of the Physical Agreement and Section 10.7(b) of the Clerical Agreement, the following provision will be applicable to this schedule. This specific agreement will be in accordance with the Generic Four-day, Ten-hour Agreement (86-155-PG&E) except as listed below which are the same as the present Letter Agreement 88-42-PG&E. The primary deviation is the inclusion of one Operating Clerk-Typist to the agreement, necessitating cross referencing to Clerical Agreement titles throughout this agreement.

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 (Physical) or 10.4 (Clerical) of the Agreements.

Overtime Meals

No employee shall be required to work more than five hours without a meal except as provided in Section 202.4(Physical) or 10.4(Clerical) (i.e., assuming a schedule of 0700 to 1730, any paid overtime prior to 0600 or after 1730 qualifies for meals per Title 104).

Overtime

No overtime will be paid for hours worked during regularly scheduled hours on regularly scheduled workdays. Overtime at 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.

Upgrades

The normal practice shall prevail Tuesday through Friday. On Mondays and Fridays, upgrades will be made among all personnel working the same hours including prearranged overtime.

Sick Leave, Vacation, Holidays, Jury duty, and Funeral Leave

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 - an employee, upon returning to the regular eight-hour workday, may elect to have the Company purchase any fraction of days vacation remaining, or may elect to take a day off and be paid for that amount of fractional vacation allowance 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 Sections 103.5(Physical and 14.6(Clerical) shall apply to Holidays on an employee's non-workday (utilizing the ten-hour credit as applied in item number 2 above).

Either the Company or the Union reserves the right to the five-day, eight-hour shift schedule by giving 60 days notice should, in the opinion of either Company or Union, the four-day, ten-hour work week schedule adversely affects the operation of the Company or the employees.

The Company shall have the right to establish a single man coverage on Mondays if operational needs are required. This coverage will be filled with a volunteer who has the most seniority. If there are not volunteers, the employee with the least seniority shall be selected.

This employees' normal work week will begin on Mondays and end on Thursdays with 10 hours each day.

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. Bradley
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

June 29, 1990

BY: Jack Wilkey
Business Manager

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