

P.O. Box 4790
Walnut Creek
CA 94596
3063 Citrus Circle
510 933.6060
FAX 510 933.0115

3 March 1993

IBEW

International
Brotherhood of
Electrical
Workers, AFL-CIO

Mr. David J. Bergman
Director and Chief Negotiator
Industrial Relations Department
Pacific Gas and Electric Company
201 Mission Street, Fifteenth Floor
San Francisco, California 94106

Jack McNally
Business Manager

Howard Stiefer
President

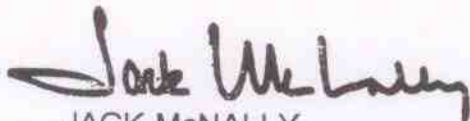
RE: LA 90-151-PGE

Dear Mr. Bergman:

This letter is to confirm recent conversations between our offices, wherein Company expressed its desire to rescind their letter of December 10, 1992 (copy attached) cancelling Letter of Agreement 90-151-PGE.

Union is in agreement with Company's request to have Letter of Agreement 90-151-PGE remain in effect.

Sincerely,



JACK McNALLY
Business Manager

DM:kmk
Attachment

cc: D. Gurke
L. Bates

Pacific Gas and Electric Company

375 North Wiget Lane, Suite 150
Walnut Creek, CA 94598
510/746-4262

December 10, 1992

RECEIVED DEC 14 1992



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 hereby gives thirty days notice and cancels Letter of Agreement No. 90-151-PGE effective February 1, 1993. Business Representative Dean Gurke has been notified of our intent.

Sincerely,

A handwritten signature in dark ink, appearing to read 'David J. Bergman'.

David J. Bergman
Director, Chief Negotiator

1 - COPY TO DEAN
2 - 90-151 - PGE FILE

LLB:mh



LETTER AGREEMENT No.



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

90-151-PGE

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 21, 1990

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The Company proposes, pursuant to Subsection 10.7 (b) of the Clerical Agreement, to implement a voluntary Personal Preference Work Schedule, comprising a ten-hour, four-day workweek schedule and an eight-hour, five-day, flex work schedule for clerical employees assigned to Hayward and Fremont Customer Services Departments. This schedule will increase the level of service these Departments provide to our customers, as employees will be available during peak hours. It will also allow employees to schedule their personal business around their work hours and reduce time off due to personal business.

It is further proposed that this agreement may be cancelled by either party giving 30-days written notice of their intent to do so to the other party.

If you are in accord with the foregoing and the attachment, 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 *RD DeJong*
Manager of Industrial Relations

The union is in accord with the foregoing and the attachment, and agrees thereto as of the date hereof.

LOCAL UNION NO 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO.

July 12, 1990

By *Mike Melman*
Business Manager

bb:

Attachment

PERSONAL PREFERENCE WORK SCHEDULES
(FLEX, 4-10'S)

HAYWARD AND FREMONT CUSTOMER SERVICES

Overtime Meal

No employee shall be required to work more than five hours without a meal (i.e., assuming a schedule of 7:00 a.m. through 6:00 p.m., any paid overtime prior to 6:00 a.m. or after 6:00 p.m. qualifies for a meal).

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.

Schedules

Employees will have the option of selecting one of three work schedules. Employees who volunteer to participate by selecting Schedule A or Schedule B will be locked into the schedule for six months, unless the employee elects to return to Schedule C for the remainder of the six months. The three schedules are: A) four-ten hour days

- A) four-ten hour days
- B) flex time (five-eight hour days)
- C) 8:00 - 5:00 (Monday - Friday)

1. The workweek for Schedule A will utilize a rotating day off. Each week the day off will shift to the succeeding workday, (i.e., week 1, Monday off; week 2, Tuesday off; and so-on.)
2. Core hours, (i.e., required workhours) are 9:00 a.m. to 4:00 p.m. for Schedule B.
3. Start times are allowed on the hour or half hour only for Schedule B, (i.e., 7:00, 7:30, 8:00, 8:30, 9:00), and may not begin after 9 a.m.
4. Work hours can commence at 7:00 a.m. and end at 6:00 p.m.
5. Employees have the option under Schedule A or Schedule B of one hour or one half-hour lunch periods.

6. Employees selecting Schedule A may trade days off, within the same workweek, with employees in the same classification with the prior approval of supervisor.
7. Vacation selection will be based on a five day work week; however, for payroll purposes, one day constitutes ten hours on Schedule A.
8. Temporary additional and summer hires must work Schedule C.

Sick Leave, Vacation, Holidays, Jury Duty and Funeral Leave for Option A

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 hours.
2. Vacation - an employee, upon returning to the regular eight-hour workday, may 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. 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 14.6 shall apply to holidays on an employee's non-workday (utilizing the ten-hour credit as applied in Item No. 2 above).

