



LETTER AGREEMENT

No.

90-227-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

November 8, 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:

Pursuant to Subsection 202.16(b) of the Physical Agreement, Company proposes to establish a 10-hour, four-day workweek schedule for Telecommunications bargaining unit employees (including but not limited to Telecommunications Foreman, Telecommunications Technicians, Apprentice Telecommunications Technicians or related Telecommunications classifications) at San Francisco General Office, 245 Market Street, Telecommunications Department. The start date to begin concurrent with the first full pay period following agreement (Payroll requires two weeks notice). This specific agreement will be in accordance with the generic 10-hour shift agreement (R1-90-152) with the exception of the areas noted below:

1. AFFECTED EMPLOYEES

Employees may volunteer to work 4 - 10-hour days in lieu of 5 - 8-hour days.

2. SHIFT SCHEDULE

Employees have the option of working a Monday through Thursday workweek; a Tuesday through Friday workweek; or alternating bi-weekly by working Monday through Thursday one week and Tuesday through Friday the following week.

Employees who opt to work 4 -10's may determine by majority within the group the appropriate schedule provided there is an equal distribution of employees to ensure comparable Monday and Friday coverage.

3. CANCELLATION

Employees may opt to revert to the 5 - 8-hour work schedule effective January 1 or July 1 each year. However, such employee may opt to change their shift schedule not more than once in each calendar year.

Either the Union or Company reserves the right to return to the five-day, eight-hour shift schedule by giving 30 days' written notice at the local level.

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By Rich B. Budget
Manager of Industrial Relations

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

Nov 10, 1990

By Jack Wehner
Business Manager

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