

**Pacific Gas and Electric Company**

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

March 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:

Pursuant to Section 202.16 of the Physical Agreement, Company proposes to reactivate a 4-day, 10-hour schedule for certain Hydro Generation employees located at Manton in Northern Area Hydro for the period from the first Sunday in April through the last Saturday in October (Daylight Savings Time). This specific agreement will be in effect each year, unless otherwise modified or cancelled, and will be in accordance with the Generic Four-Day, Ten-Hour Agreement (86-155-PGE) except as listed below.

1. AFFECTED EMPLOYEES

Subject to Union ratification, all Hydro Generation employees at Manton except for employees in the Roving Operator, Electrical Machinist, and Ditch Tender classifications will be placed on the 4-day, 10-hour schedule.

2. SHIFT SCHEDULE

Employees will work an A or B schedule as shown below. Employees will normally work the A schedule (Monday-Thursday) except when they are required to work with another department which observes Friday as a regular workday.

A and B Static Schedules

Monday - Thursday workweek for Schedule A  
 Tuesday - Friday workweek for Schedule B  
 4 days on / 3 days off  
 8 workdays in a 14-day cycle

S	M	T	W	T	F	S	/	S	M	T	W	T	F	S
X	A	A	A	A	X	X		X	A	A	A	A	X	X
X	X	B	B	B	B	X		X	X	B	B	B	B	X

3. HOURS

Work hours will be from 0700 to 1730. Employees will receive a 1/2 hour unpaid lunch from 1200 to 1230.

4. PAYCHECKS

It will be the employee's responsibility to pick up their Friday paycheck on their own time if they are not working that day, providing the checks are not available on Thursday.

5. AREAS OF EVALUATION

The schedule may provide an assessment of the 10-hour workday. During this period questions on safety, fatigue, productivity, emergency overtime availability, overtime costs, interfacing with other departments, and morale may be evaluated.

This agreement will supersede LA 89-32-SV for the period in which it is active as indicated above after which employees will return to the hours and schedule agreed to in LA 89-32-SV.

Either the Company or Union reserves the right to cancel this agreement by giving 15 days written notice.

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 Richard B. Bradford  
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

March 27, 1990

By Jack McKinley  
Business Manager