

Pacific Gas and Electric Company

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

March 5, 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 Subsection 202.16(b) of the Physical Agreement, Company proposes to establish a 4-day, 10-hour schedule for employees at Humboldt Bay Power Plant beginning on April 2, 1990 for a period of six months. This specific agreement will be in accordance with the Generic Four-Day, Ten-Hour Agreement (86-155-PGE) including the language listed below:

1. AFFECTED EMPLOYEES

<u>DEPARTMENT</u>	<u>NUMBER OF B.U. EMPLOYEES</u>
Maintenance	20
Materials	2
Chem. & Rad.	3
Front Office	<u>3</u>
TOTAL	28

Attached is a signature page reflecting these employees' names and endorsement of a 4/10 Agreement.

2. WORKWEEK

The work hours will begin at 0700 hours and end at 1730 hours. Employees will be assigned to either a Monday-Thursday shift or a Tuesday-Friday shift. Once these schedules are established, employees may switch at 3 months. Occasionally staffing needs may require employees to temporarily change their work hours from 4/10s to 5/8s. This would be done on an exception basis and employees would be notified of such change prior to the end of the last workday of the previous workweek. Title 202 would not apply in these instances.

2. MEALS AND REST PERIODS

Lunch period will normally be scheduled five hours after starting time. However, the regular lunch period may be advanced or delayed up to one-half hour for any of the reasons listed in Section 202.4 of the Agreement.

3. OVERTIME

No overtime will be paid for less than ten hours work per scheduled workday. Overtime at the rate of one and one-half times the straight rate of pay shall be paid for time worked in excess of ten hours. Time worked in excess of twelve consecutive hours shall be paid at the rate of two times the straight rate of pay.

4. OVERTIME MEALS

The meal provisions of Title 104 shall apply. In no event shall an employee be required to work more than five hours without a meal. If the lunch period is delayed more than one-half hour, employees will be paid the overtime rate for work performed in the regular lunch period and may eat their lunch on Company time per Title 202.4.

5. 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 any of the foregoing reasons 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 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 103.6 shall apply to holidays on an employee's non-workday (utilizing the ten-hour credit as applied in Item No. 2 above).

6. TERM

Either the Company or the Union reserves the right to cancel this Agreement to return to the five-day, eight-hour shift schedule by giving 15 days written notice should, in the opinion of either the Company or Union, the four-day ten-hour workweek schedule adversely affects the operation of the plant or the employees.

If you are in accord with the foregoing and attachment and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

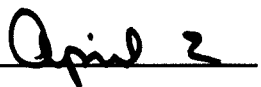
Very truly yours,


PACIFIC GAS AND ELECTRIC COMPANY

By 
Manager of Industrial Relations

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

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

, 1990

By 
Business Manager

:nj

2/9/90

PACIFIC GAS AND ELECTRIC COMPANY

HUMBOLDT BAY POWER PLANT

We, the undersigned, concur with the proposed 4-10 Agreement by affixing our signature and today's date. -

MAINTENANCE

- ~~R. H. Grauer~~ RETIRED
- L. K. Shea L. K. Shea 2/9/90
- J. W. Watkins J. W. Watkins
- R. S. Ocker R. S. Ocker
- H. T. Gill H. T. Gill
- J. W. Gottings J. W. Gottings
- ~~S. P. Gable~~ S. P. Gable
- P. A. Pizzini P. A. Pizzini
- B. L. Lewis B. L. Lewis
- E. L. Quier E. L. Quier
- R. A. Lewis R. A. Lewis
- K. A. Mahouski K. A. Mahouski
- C. E. Wohlwend C. E. Wohlwend
- D. R. Wittorff D. R. Wittorff
- J. W. Sweet J. W. Sweet
- K. A. Younggreen K. A. Younggreen
- J. J. Brimble J. J. Brimble
- B. A. Stephens B. A. Stephens
- J. C. McRae J. C. McRae
- L. H. Marsh, Jr. L. H. Marsh, Jr.

MATERIALS

- M. J. Pinske M. J. Pinske
- W. E. Bishop W. E. Bishop

CHEM. & RAD.

- H. W. Connerley H. W. Connerley
- S. P. Schlerf S. P. Schlerf
- L. N. Mares L. N. Mares

FRONT OFFICE

- S. A. Adams S. A. Adams
- K. M. Swanson K. M. Swanson
- S. A. Silva S. A. Silva