

April 12, 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:

For the past six months, in accordance with Letter Agreement 89-179-PGE, the Gas Service Operators in Fresno, Fresno Division, San Joaquin Valley Region, have been operating on a 4-day, 10-hour workweek schedule. This work schedule has proven to be less than satisfactory for the employees involved and for the operational needs of the Company. With this mind, the Company submits the following proposal for your consideration.

In accordance with the provisions of Subsection 202.16(b) of the Company/Union Physical Agreement, the Company proposes that a five-day, eight-hour workweek schedule be established for the Gas Service Operators in Fresno, Fresno Division, San Joaquin Valley Region, for a period of approximately six months.

The current trial workweek schedule consists of a four-day, ten-hour shift schedule with operating hours from 7:00 a.m. to 10:00 p.m., Sunday through Saturday. The proposed operating hours will consist of five-day, eight-hour shift schedules from 7:00 a.m. to 10:00 p.m., Monday through Saturday. See the attached schedule for details.

The Company also proposes to utilize an employee presently on Long Term Disability (Arthur Haskins) as the fifth operator on a rotating shift.

The proposed schedule will begin April 2, 1990, and will end September 28, 1990. Either the Company or Union reserves the right to return to the normal five-day, eight-hour work schedule by giving 14 days written notice.

All effected employees are in agreement with this proposal as indicated on the attached signature sheet.

If you are in accord with the foregoing and attachments 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. Bradford
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

May 14, 1990


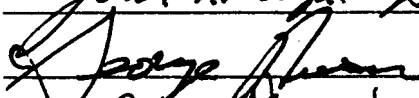
By Jack McKinley
Business Manager

:sc

#3

SUN	MON	TUE	WED	THUR	FRI	SAT
X	7:00 AM 3:00 PM	7:00 AM 3:00 PM	7:00 AM 3:00 PM	7:00 AM 3:00 PM	7:00 AM 3:00 PM	X
X	X	8:00 AM 4:00 PM	8:00 AM 4:00 PM	8:00 AM 4:00 PM	8:00 AM 4:00 PM	8:00 AM 4:00 PM
X	2:00 PM 10:00 PM	2:00 PM 10:00 PM	2:00 PM 10:00 PM	2:00 PM 10:00 PM	2:00 PM 10:00 PM	X
X	12:00 PM 8:00 PM	12:00 PM 8:00 PM	12:00 PM 8:00 PM	12:00 PM 8:00 PM	12:00 PM 8:00 PM	X
X	9:00 AM 5:00 PM	9:00 AM 5:00 PM	9:00 AM 5:00 PM	9:00 AM 5:00 PM	9:00 AM 5:00 PM	X

We, the Fresno Service Operators have seen the proposed 5 day, 8 hour workweek schedule and agree to try this on a 6 month trial basis.

1. 
2. Ronald Mackenzie
3. John R. Logan Jr.
4. 
5. W. J. Davis