



LETTER AGREEMENT NO. 96-07-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
201 MISSION STREET, ROOM 1513A
MAIL CODE P15A
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-3425

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

January 25, 1996

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Company proposes to establish a six month pilot administrative procedure for extending the straight-time work hours of part-time employees in the Company's Call Centers.

1. Extension of the Workday - Advance Notice Provided

The following sequence will be utilized by the Company when there is a need to extend the work hours of part-time employees and the need to extend employees is known at least one day in advance. Employees will be offered extension of the workday hours by seniority in each category below.

- a. Part-time employees on their scheduled day off (SDO) who can fully meet the Company's needs during their straight time work hours.
- b. Part-time employees on their schedule day off (SDO) who can work a minimum of 2 hours to meet the Company's needs during their straight time work hours.
- c. Part-time employees who can be extended beyond their scheduled work hours and who can fully meet the Company's needs during their straight time work hours.
- d. Part-time employees who can be extended beyond their scheduled work hours and who can fit the Company's needs for a minimum of 2 hours during their straight time work hours.

2. Extension of the Workday - Notice Given the Same Day

The following sequence will be utilized by the Company when there is a need to extend the work hours of part-time employees and the need to extend employees is not known in advance. Employees will be offered extension of the workday hours by seniority within each of the categories below.

- a. Part-time employees currently on site working who can fully meet the Company's needs during their straight time work hours.
- b. Part-time employees currently on site working who can work a minimum of 2 hours to meet the Company's needs during their straight time work hours.

3. Duration of Pilot

This pilot will commence upon the signing of this agreement by both parties. The term of the pilot will be six months. However, either party may cancel this agreement with 15 days notice.

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


Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Chief Negotiator

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

Feb 7, 1996

By: 
Business Manager