

Pacific Gas and Electric Company215 Market Street
San Francisco, CA 94106
415/972-7000

July 6, 1989

Local Union No. 1245
International Brotherhood of
Electric Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Section 202.16(b) of the Physical Agreement, Company proposes to establish a 4-day, 10-hour shift schedule for Humboldt Division's five night shift Garage employees in Eureka. We would like this to begin on a trial basis on the first Monday after an Agreement is signed and continue for 8 months. This specific agreement will be in accordance with the Generic Four-Day, Ten-Hour Agreement (86-155-PGE) except as listed herein.

WORK WEEK

The work hours will begin at 1530 hours and end at 0200 hours. One unit (3 employees) will be assigned a normal work week of Monday through Thursday, the second unit (2 employees) will be assigned a normal Tuesday through Friday work week. At the end of 4 months, these schedules will be switched.

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.

PERSONNEL

All (5) bargaining unit personnel in the night shift will participate in this schedule (see attached). Persons in like classifications wishing to exchange their scheduled work week from one unit to the other may do so on a mutually agreeable basis with good cause and management's concurrence.

CANCELLATION

Either the Company or Union reserves the right to return to the five-day, eight-hour shift schedule by giving 15 days notice.

The intent of this test is to continue providing five day a week service to our customers, while reducing maintenance expenditures, increase productivity and enhance the morale of the garage employees. There is no intent to extend this 4/10 schedule into a regular 5/10 schedule. However, that does not preclude the scheduling of prearranged overtime as required.

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 Richard B. Bradford /CFR
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

July 10, 1989

By Jack McKinley
Business Manager

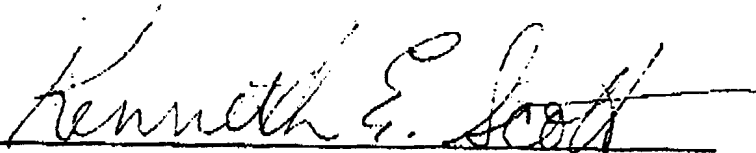
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Attachment

HUMBOLDT DIVISION
TRANSPORTATION DEPARTMENT
APRIL 17, 1989

We the undersigned concur with the proposed change in night shift work week to four ten hour days.

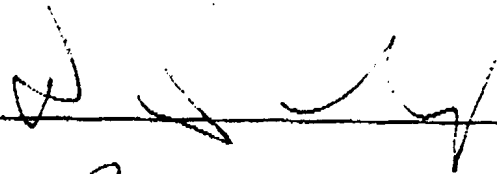
KEN SCOTT




DAVE TOWNSEND



DENNIS ELVEY



KEN PEARSON



JACK CLARK

