



LETTER AGREEMENT

No.

R1-90-129-PGE



Pacific Gas and Electric Company
Industrial Relations Department
215 Market Street
San Francisco, California 94106
[415] 973-1125

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Richard Bradford, Manager

Jack McNally, Business Manager

June 18, 1990

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

Attn: Mr. Jack McNally, Business Manager

The Company proposes, pursuant to Section 202.16 of the Physical Agreement, to establish on a temporary basis a ten-hour, four-day work week in the Eureka Electric T&D Department of Humboldt Division in Redwood Region. The temporary change would last for three months, beginning June 4, 1990 and ending August 31, 1990.

The ten electric line crews in the Eureka Service Center will be divided into two five crew units, each with an Electric Construction Supervisor and clerical support.

- A) Work Week One unit will be assigned a normal work week, Monday through Thursday, the second unit will be assigned a normal Tuesday through Friday.

 Normal work hours will be 0700 to 1730.
- B) Meals Lunch period will normally be five hours after start 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.
- C) Overtime
 Meals No employee shall be required to work more than five hours without a meal except as provided in Section 202.4 (i.e., any paid overtime prior to 0600 or after 1730 qualifies for meals per Section 104).
- D) Overtime Overtime will be paid for work in excess of ten hours on a scheduled work day.

 The double time rate will be applied for time worked in excess of twelve consecutive hours.
- E) Upgrades Tuesday through Thursday normal practice will prevail. On Mondays and Fridays, upgrades will be made among all personnel working the same 0700 to 1730 hours (includes prearranged overtime).

- F) Sick Leave Vacation Holidays Jury Duty Funeral Leave Sick Leave, Jury Duty, Funeral Leave, and Vacation will be converted to hours. An employee who is off for either 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 may, upon returning to the regular eight-hour work week, 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.
 3. Holidays -- ten hours pay will be paid for holidays. The provisions of 103.6 shall apply to holidays on an employee's non-workday (utilizing the ten hour credit as applied in F.2. above).
- G) Personnel It is expected that all bargaining unit personnel in Eureka T&D will participate, with the exception of Troublemens, who will retain their normal hours. Individuals in like classifications wishing to exchange their scheduled work week, from one unit to another, may do so on a mutually agreeable basis for good cause and with management's concurrence.
- H) Cancellation Cancellation for due cause may be made by Union or Company with (ten) 10 days advance notice.

The intent of this proposal is to continue providing five day a week service to our customers while reducing travel and site setup time. 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.

It will be necessary to change the work hours of the Assistant Foreman's Clerk in Eureka from the present 7:00 a.m. to 3:30 p.m. to the proposed 6:00 a.m. to 4:30 p.m., four days a week beginning June 4, 1990 to August 31, 1990. This will provide for continuing the current duties of preparing vehicles, special tools and materials, loading and other duties prior to the crews start time.

This proposal has been discussed with Bob Choate, Union Business Representative.

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.

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 it agrees thereto as of the date hereof.

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

By [Signature]
Business Manager

June 24, 1990