



LETTER AGREEMENT

No. R1-91-82-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

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

June 24, 1991

Pacific Gas and Electric Co.
215 Market Street, Room 916
San Francisco, CA 94106

**Attention: Mr. David J. Bergman
Director of Industrial Relations**

Gentlemen:

Pursuant to Title 302.7(e)(2), Union proposes to amend Title 106.5(b)(3) to include those employees working regularly scheduled ten-hour, four-day workweeks and nine-hour, nine-day bi-weekly workweeks provided for in Letter Agreements R3-86-119-PGE and R2-90-235-PGE.

In order for an ENCON Department employee to attain the status of regular employee, pursuant to Subsection 106.5(b)(3), such employee must work a minimum of 115 days in any period of six consecutive months at the straight rate of pay. This is the equivalent of 920 hours of work (115 x 8) during the six month period for an employee working an eight-hour, five-day schedule.

Six months of continuous service for employees working regularly scheduled ten-hour, four-day workweeks shall be defined as a minimum of 92 days of work in any period of six consecutive months at the straight rate of pay.


Six months of continuous service for employees working regularly scheduled nine-hour, nine-day bi-weekly workweeks shall be defined as a minimum of 104 days of work in any period of six consecutive months at the straight rate of pay.

However, if by reason of absence due to inclement weather or holidays in such period an employee was prevented from working a total of 92 days on a ten-hour, four-day workweek or 104 days on a nine-hour, nine-day bi-weekly workweek, such period shall be extended by not more than the total number of days of such absence. All other provisions of Title 106 shall remain as provided in the Agreement.

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 Union.

Very truly yours,


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

By: 
Jack McNally
Business Manager

The Company is in accord with the foregoing and agrees thereto.

PACIFIC GAS AND ELECTRIC COMPANY

12/19, 1991

By: 
David J. Bergman
Director of Industrial Relations

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