

PACIFIC GAS AND ELECTRIC COMPANY

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245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

March 17, 1987

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

General Construction proposes, pursuant to Title 302, to implement ten-hour, four-day workweek schedules in some Departments and locations. In order to provide a consistent approach, the following provisions will be applicable to such schedules on a trial basis:

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 reason listed in Section 302.5 of the Agreement.

Overtime Meals

No employee shall be required to work more than five hours without a meal except as provided in Section 302.5 (i.e., assuming a schedule of 0700 to 1730, any paid overtime prior to 0600 or after 1730 qualifies for meals per Title 104).

Overtime

No overtime will be paid for hours worked during regularly scheduled hours on regularly scheduled workdays. Overtime at time-and-a-half rate shall be paid for time worked in excess of ten consecutive hours on a workday; the double-time rate will be applied for time worked in excess of 12 consecutive hours.

Upgrades

The normal practice shall prevail according to Section 305.4 of the Contract, but applied to those employees working the same schedule (i.e., 4/10's or 5/8's).

Sick Leave, Vacation, Holidays, Jury Duty, and Funeral Leave

Sick Leave, jury duty, funeral leave, and vacation will be converted to hours. An employee who is off for any of the foregoing reasons 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, upon returning to the regular eight-hour workday, may 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. Employees remaining on the ten-hour day at the end of a year will automatically have any fractional vacation allowance deferred to the following year.
3. Holidays - ten hours pay will be paid for holidays. The provisions of Section 103.6 shall apply to holidays on an employee's non-workday (utilizing the ten-hour credit as applied in Item No. 2 above).

Inclement Weather

Where appropriate in Sections 303.2 and 303.3, five hours shall be substituted for four; two-and-a-half hours for two; and ten hours for eight.

The proposed ten-hour schedule shall apply to consecutive four days of a Monday-Thursday basic workweek or Tuesday-Friday basic workweek. Implementation of a ten-hour, four-day workweek schedule will be in effect only upon verbal agreement by the respective Union Business Representative at the local level. In recognition of both parties' intent to implement these schedule changes in a timely manner, verbal confirmation of approval from the Union Business Representative will be sufficient to start a ten-hour, four-day workweek. Such agreement shall be confirmed by execution of the form Change of Work Schedule.

Consistent with the intent of this agreement, the Company may submit to the respective Union Business Representative for agreement, a change at any time in work schedule for specific locations or employee group based on operating and employee considerations and needs.

Either the Company or Union reserves the rights to cancel this agreement to return to the five-day, eight-hour shift schedule by giving 30

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days' written notice should, in the opinion of either Company or Union, the four-day, ten-hour workweek schedule adversely affect the operation of the Company or the employees.

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 *M. Bonbright*
Manager of Industrial Relations

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

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

March 23, 1987

By *Jack Wehner*
Business Manager