

## PACIFIC GAS AND ELECTRIC COMPANY

PGE + 215 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 972-7000 • TWX 910-372-6587

February 27, 1989

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

General Construction proposes, pursuant to Section 302.3, to implement a work schedule which permits employees to work eight consecutive ten-hour days followed by six consecutive days off. General Construction intends to use this alternative work schedule in remote work location where the distance requires significant commuting time between the remote job site and the locations of the crew members residences.

This alternate work schedule would permit the employees to reduce the frequency of their commutes and provide the employees more time to spend with their families or at their homes.

The same provision outlined in Letter Agreement 86-119 regarding meals, overtime, upgrades, sick leave, vacation, holidays, jury duty, funeral leave, and inclement weather will apply.

The only variance from that agreement is that the Company in these limited circumstances enacted under this letter agreement may schedule consecutive four-day workweeks of Wednesday through Saturday and Sunday through Wednesday of ten-hour days. For example:

	S	M	T	W	T	F	S	
Week 1	O	O	O	W	W	W	W	
Week 2	W	W	W	W	O	O	O	O = Non-workday
Week 3	O	O	O	W	W	W	W	W = Workday
Week 4	W	W	W	W	O	O	O	

This proposed agreement will provide the basis to implement such work schedules in General Construction. Employees at a remote location may petition for an eight on/six off work schedule for a specific job location by execution of the form Change of Work Schedule. Implementation of future eight on/six off work schedules will be placed in effect upon written agreement between the Union Business Representative and the Field Human Resources Representative.

Consistent with the intent of this agreement, the Company may submit to the respective Union Business Representative a proposal to convert a specific remote job location to the eight on/six off schedule for specific employee groups based on employee commute considerations.

Either the Company or Union reserves the right to cancel this Agreement by giving a 30 days written notice.

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Brady  
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

March 13, 1989

By Jack McKinley  
Business Manager

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