

## PACIFIC GAS AND ELECTRIC COMPANY

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August 9, 1977

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

Attention: Mr. Dean Cofer, Business Manager

Gentlemen:

This letter cancels and supersedes all previous letters submitted to you on the same subject.

Pursuant to Item 13 in Company's letter of February 8, 1977, which outlines the 1976/77 General Negotiations' settlement, Company proposes, effective upon the date of ratification, to revise the clarification to Section 208.23 as it applies to shift employees to reflect the following change:

Determining 21 Straight Days

For purposes of Sections 208.23 and 308.15, it is immaterial when a work period occurs or the length of any given work period. If any work is performed on a given day, such day shall be included in the accumulation of 21 straight days.

1. a. One day off during the first 7 consecutive days worked (8 consecutive days for shift employees) shall constitute a break in the 21-day accumulation.
- b. One day off after 7 and before 20 days of consecutive work (after 8 and before 20 days of consecutive work for shift employees) shall not constitute a break in the 21-day accumulation; however, such a day off shall not be counted as a day of work. The count towards 21 consecutive days shall continue upon the employee's return to work. For example, if an employee who has worked 10 consecutive days takes a single day off, the day such employee returns to work shall be the 11th day towards the accumulation of 21 consecutive days.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. C. Babin*  
 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 *Dean Cofer*  
 Business Manager

*Sept. 27*, 1977