

**PACIFIC GAS AND ELECTRIC COMPANY**

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

April 25, 1988

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:

Pursuant to Section 202.16 of the Physical Agreement, Company proposes to establish a 4-day, 10-hour schedule for certain Hydro Generation employees located at Manton in Northern Area Hydro for a test period beginning on May 2, 1988 and ending on October 1, 1988. This specific agreement will be in accordance with the Generic Four-Day, Ten-Hour Agreement (86-155-PGE) except as listed below:

1. AFFECTED EMPLOYEES

Subject to Union ratification, all Hydro Generation employees at Manton except for employees in the Roving Operator, Electrical Machinist, and Ditch Tender classifications will be placed on the 4-day, 10-hour schedule.

2. SHIFT SCHEDULE

Employees will work an A or B schedule as shown below. Employees will normally work the A schedule (Monday-Thursday) except when they are required to work with another department which observes Friday as a regular workday.

A and B Static Schedules

Monday - Thursday workweek for Schedule A  
 Tuesday - Friday workweek for Schedule B  
 4 days on/3 days off  
 8 workdays in a 14 day cycle

S	M	T	W	T	F	S	/	S	M	T	W	T	F	S
X	A	A	A	A	X	X		X	A	A	A	A	X	X
X	X	B	B	B	B	X		X	X	B	B	B	B	X

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3. HOURS

Work hours will be from 0700 to 1730. Employees will receive a 1/2 hour unpaid lunch from 1200 to 1230.

4. PAYCHECKS

It will be the employees' responsibility to pick up their Friday paycheck on their own time if they are not working that day, providing the checks are not available on Thursday.

5. AREAS OF EVALUATION

The test period will provide an assessment of the 10-hour work-day. During the test period, questions on safety, fatigue, productivity, emergency overtime availability, overtime costs, interfacing with other departments, and morale will be evaluated.

6. CANCELLATION

Either the Company or Union reserves the right to return to the five day, eight hour schedule by giving 15 calendar days notice should, in the opinion of either Company or Union, the 4-day, 10-hour workweek schedule adversely affect the operation of the Company or the employees.

This proposal has been discussed with Union Business Representative Richard Hafner.

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. Bracy  
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

April 29, 1988

By Jack McKinley  
Business Manager