

LABOR AGREEMENT INTERPRETATION

Subject: Calculation of Salary Adjustment in the Application of Subsections 112.10(c) and 7.10(b) of the Physical and Clerical Agreements

Titles 112 and 7 - Sick Leave - Physical and Clerical Agreements

An injured employee who is to be returned to a job other than the one held at the time of injury, who has at least ten years of "Service" at the time of injury, will receive a wage adjustment based on the difference, if any, between the current rate of the classification held at the time of injury and the current wage rate of the proposed classification.

The wage difference, if any, will be multiplied by a percent factor determined by multiplying the number of full years of "Service" at the time the employee is returned to the active payroll by 4 percent. Such factor shall not exceed 100 percent. The wage calculated will be added to the top wage rate of the proposed job classification to which the employee is to be appointed. A formula example is attached.

The Labor Agreement Interpretation shall be effective commencing June 14, 1983, but shall serve as the final adjudication of Arbitration Case No. 127.


LOCAL UNION 1245, IBEW

By


Business Manager

PACIFIC GAS AND ELECTRIC COMPANY

By


Manager of Industrial Relations

29 April, 1985

Salary Worksheet
 112.10(c) Physical
 10.7(b) Clerical
 11.10(b) ESC

NAME _____

DATE OF INJURY _____

DATE OF HIRE _____

YEARS OF SERVICE AT
 TIME OF INJURY ** _____

*If years of service are less than 10, employee is to receive the rate of pay of the classification to which assigned.

**If years of service are 10 or more, complete the following:

CLASSIFICATION AT TIME OF INJURY _____ CURRENT RATE \$ _____
 PROPOSED CLASSIFICATION _____ CURRENT RATE \$ _____
 RATE DIFFERENCE \$ _____

YEARS OF SERVICE
 (At the Date of Reinstatement)

_____ X .04 = _____ % Factor
 (Not to exceed 100%)

% Factor _____ X Rate Difference _____ = \$ _____
 (Adjustment)

Adjustment \$ _____
 Plus Proposed Wage Rate _____
 Adjusted Wage Rate \$ _____ (rounded to next higher 5¢)