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Mr. Perry Zimmerman
Business Manager
Local Union 1245
International Brotherhood of Electrical Workers, AFL-CIO
P. O. Box 2547
Vacaville, CA 95696

Dear Mr. Zimmerman:

This is to notify you that the Company will be using the standards established in the Family and Medical Leave Act of 1993 (FMLA) to determine an employee's eligibility for a leave under this Act. The eligibility standards for protected FMLA leave require an employee to work for an employer for at least one year and work 1,250 hours over the previous 12-month period. The Company previously required that an employee work for the Company for 12 months and work 1,040 hours over the previous 12-month period. Section 101.1(6.1) of the Agreement states: "In addition to the provisions of this Title, it is the intent of the parties to include leave benefits as mandated by state and federal law, including both the California Family Rights Act of 1991 and the Federal Family and Medical Leave Act of 1993.(Amended 1-1-94)"

This change will be effective with the implementation of SAP HR/Payroll.

If you have any questions, please do not hesitate to contact me.

Sincerely,



Stephen A. Rayburn