

## PACIFIC GAS AND ELECTRIC COMPANY

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

October 29, 1986

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The Company proposes to cancel the Labor Agreement Interpretation, dated January 31, 1963, concerning additional sick leave allowance and to replace it with an interpretation of Title 112 of the Physical Agreement and Title 7 of the Clerical Agreement, which is a clarification of Standard Practice 725-1 - Leaves of Absence.

This interpretation would eliminate the practice of paying employees for sick days credited on their return to work if their medical leave starts in one calendar year and ends in a subsequent calendar year.

Ordinarily, when a Standard Practice relates to working conditions, only non-bargaining unit employees are affected. However, since the Labor Agreement is silent in addressing this specific sick pay issue, it is necessary to interpret the sick leave Titles of the Clerical and Physical Labor Agreements with a clarification of Standard Practice 725-1. Any subsequent changes to this interpretation will be subject to negotiation.

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 *W. M. Bright*  
 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

Dec 9, 1986

By *Jack McNally*  
 Business Manager