

PACIFIC GAS AND ELECTRIC COMPANY

PGE + 215 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 972-7000 • TWX 910-372-6587

December 22, 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:

Company proposes to establish a trial Attendance Management Incentive Program for the Hayward and Fremont Headquarters of Mission Division in East Bay Region. The trial period will be for calendar year 1989. Mission Division employees in the Livermore headquarters are currently participating in a Sick Leave Reduction Incentive Plan as outlined in Letter Agreement VIP-88-05-IBEW.

The program guidelines for Hayward and Fremont are as follows:

- 1) For each basic workweek that employees are on the active payroll, they can place their names in a drawing for a quarterly prize.
- 2) Tardiness or use of sick leave will automatically disqualify an individual from entering his/her name in the drawing that week.
- 3) There will be a separate drawing for each of the following employee groups represented by Local 1245:
 - Hayward Electric T&D
 - Hayward Gas T&D
 - Hayward Gas and Electric Service
 - Hayward Support Services, Service Planning and
Fremont Fleet Services
 - Hayward Customer Services and Marketing
 - Fremont Electric T&D and Service Planning
 - Fremont Gas T&D and Service
 - Fremont Customer Service
- 4) At the end of each calendar quarter, a single name will be drawn for each of the employee groups listed in paragraph 3.
- 5) The individual whose name is drawn will receive an incentive award.

- 6) The award will be a gift certificate worth a net value of \$50 after taxes. The employee will choose the type of gift certificate desired within reasonable limits (i.e., no lottery tickets, alcohol, race track tickets).
- 7) Either party may cancel this agreement by providing the other party 15-day notice. The actual cancellation date will be the end of the quarter.
- 8) Both parties will meet to evaluate the effectiveness of the program during the first quarter of 1990.

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bradford
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

Feb 27, 1988

By Jack Wehner
Business Manager

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