



LETTER AGREEMENT No.

91-64-PGE



Pacific Gas and Electric Company
Industrial Relations Department
215 Market Street
San Francisco, California 94106
[415] 973-1125

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

David J. Bergman, Acting Manager

Jack McNally, Business Manager

April 25, 1991

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:

In reviewing the newly negotiated language of Section 111.16 of the Physical Labor Agreement and Section 8.16 of the Clerical Labor Agreement, the Company believes that the wording of the language fails to fully address the situations which the parties had intended to address.


In many situations where an employee's family member is experiencing a medical emergency, the employee experiences financial difficulties. Often times this is caused by the loss of income suffered when the employee's spouse stops work as a result of a major illness to himself/herself or to care for a child with a major illness. Taken literally, 111.16 and 8.16 would allow the transfer of vacation proceeds only if the employee has exhausted all paid leave.

To address the above situations, Company proposes to interpret Sections 111.16 and 8.16 as also applying to situations where employees are suffering financial hardship as a result of a medical emergency in their family even though they may have paid leave available. The language will continue to also apply as it literally reads. Local Agreement between Company and Union will continue to be required.

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,

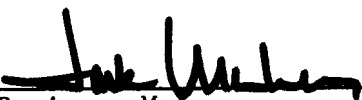
PACIFIC GAS AND ELECTRIC COMPANY

By 
Manager of Industrial Relations

The Union is in accord with the foregoing and it agrees thereto of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

, 1991

By 
Business Manager

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