



LETTER AGREEMENT

No.

92-14-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

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

February 4, 1992

Mr. Jack McNally
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

The Company proposes to allow Operators headquartered at East or West Geysers Power Plant and working rotating shifts, to use vacation in increments of four hours per day for the purposes of attending continuing education classes.

The following conditions will be applicable:

1. The courses taken must meet the eligibility requirements outlined in Exhibit 1, Educational Assistance, of the Company/Union Agreement. The employee is responsible for ensuring that classes meet the eligibility requirements prior to scheduling incremental vacation hours.
2. Partial vacation time must be taken in four hour increments and must be scheduled for either the first four hours or the last four hours of the shift.
3. Incremental vacation time must be prearranged during the employee's normal shift with their immediate supervisor. The employee must provide enrollment verification and a course schedule to the supervisor prior to the beginning of the course and request the necessary incremental vacation time off at least 72 hours prior to each class.
4. Incremental vacation hours will not supersede Floating Holidays or pre-scheduled vacation of other employees as posted during sign-up period.
5. Incremental vacation request will be granted on a first-come, first-served basis.
6. Incremental vacation hours shall not be used in conjunction with other vacation, going home four hours early during the work week or on any of the 6 elected holidays.
7. The Operating Foreman will have the authority to limit or cancel the number of personnel authorized to use incremental vacation hours on any specific day, where prohibited by operational needs or where necessary relief cannot be provided, or where the payment of overtime to another employee would be required.
8. The employee requesting incremental vacation hours must provide their own transportation. In addition, the \$6 per day premium associated with private carpools will not be paid for any day where incremental vacation hours are utilized per this agreement.

- 9. It is clearly the intent of this Letter of Agreement to allow employees incremental vacation hours for the sole purpose of attending continuing education classes. Should an employee's class be cancelled for any reason, after such employee leaves work, the employee must contact their immediate supervisor immediately.
- 10. Should the Operating Foreman suspect that an employee is not utilizing incremental vacation hours for the purpose outlined in this agreement, the Operating Foreman can request verification of class attendance and/or verification of enrollment in the class for the school semester. Upon receipt of such a request the employee will have five working days to provide verification. If the verification is not received within five working days, the time off will be considered time off without permission/without pay and handled accordingly. In addition, the employee will forfeit their eligibility to utilize incremental vacation hours.

Either the Company or the Union reserve the right to cancel this agreement upon 30 days written notice.

This proposal has been reviewed with Bob Choate, Union Business Representative.

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,

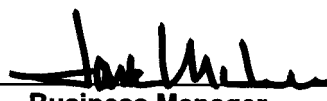
PACIFIC GAS AND ELECTRIC COMPANY

By 
Director and Chief Negotiator

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

 March 6, 1992

By 
Business Manager