



LETTER AGREEMENT NO. 93-94-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
201 MISSION STREET, ROOM 1513A
MAIL CODE P15A
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-3425

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

RONALD L. BAILEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

October 19, 1993

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally

Gentlemen:

Section 111.11 of the Physical Agreement and Section 8.11 of the Clerical Agreement state that employees shall not be permitted to defer vacation in excess of more than one year's vacation allowance.

Several hundred IBEW represented employees have vacation deferral in excess of the allowable limit. Programming has been developed in the new system to prevent this from continuing and beginning in 1994 employees will not be able to defer vacation in excess of what is allowed. In those cases where an employee is made aware of the need to schedule excess vacation and does not, Company will schedule the vacation for the employee. As in the past, in those cases where the employee is not able to schedule vacation because of operating necessities, Company shall pay for the time worked and, in addition, shall pay a vacation pay allowance.

In order to clear the system of the excessive deferred vacation, Company proposes that if, as of December 31, 1994, an employee's deferred vacation is greater than his/her current vacation, the employee will have through 1995 to use or sell the deferred vacation accrual. The employee may at any time up through November of 1995 opt to sell the excess vacation accrual.

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Any future allowable deferral will be subject to the provisions of the applicable agreement, however, if on December 31 of a given year an employee has remaining vacation in excess of what is allowed to be deferred, the excess will be purchased at the employee's rate of pay for the year in which it was accrued.

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 & ELECTRIC COMPANY

By: 
Director and Chief Negotiator

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

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

Nov 22, 1993

By: 
Business Manager