



LETTER AGREEMENT NO. 94-131-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

December 28, 1994

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Letter of Clarification

In agreeing to Letter Agreement 93-94 (attached) it was the intent of the Parties to eliminate all excess deferred vacation from the records and, in addition, prevent any increases to the existing excesses or additional excess deferrals from occurring.

To avoid any misunderstandings as to the intent of Letter Agreement 93-94, the following clarification of the method intended to accomplish these goals is proposed, as follows:

1. On December 31, 1993, document all vacation on record which was in excess of that allowed by contract, i.e., more than the annual allowance. Employees with such excess deferred vacation will be allowed to continue to defer it into 1994. Such employees should be encouraged to use as much vacation as possible during 1994, however, if the excess is still on record in January of 1995, such employees will be given the option of selling the excess up through November 30 of 1995.

2. With the exception of the excess deferred vacation described in (1) above, beginning December 31, 1994 employees will not be able to defer vacation into the next year which is in excess of what is allowed. Any excess of what is allowed will be automatically paid in January of the following year using the previous December's rate of pay, however supervisors are expected to monitor vacation usage and schedule vacation in order to minimize buyouts.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided 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.

April 3, 1995

By: _____
Business Manager

BU Excess Vacation Examples

(a)	(b)	(c) = a-b	(d) = a+b	(e)	(f) = d-e	(g)	(h)	(i)	(j) = g+i	(k) = f-g	
Vac on books 12-31-93	Annual allotment 1-1-94	Excess*	Total avail 1-1-94	Took in 94	Vac on books 12-31-94	Amt deferrable into 95**	Reason	Annual allotment 1-1-95	Total avail 1-1-95	"Excess" check in Jan 95***	
250	200	50	450	0	450	250	1 yr limit + 50 excess from 93	200	450	200	
250	200	50	450	200	250	250	1 yr limit + 50 excess from 93	200	450	0	
250	200	50	450	250	200	200	w/in 1 yr limit	200	400	0	
250	200	50	450	300	150	150	w/in 1 yr limit	200	350	0	
50	200	0	250	0	250	200	over 1 yr limit, no excess in 93	200	400	50	
50	200	0	250	50	200	200	w/in 1 yr limit	200	400	0	
50	200	0	250	200	50	50	w/in 1 yr limit	200	250	0	
		* Can sell until Nov 30, 1995				** If had excess on 12/31/93, max = that amount If had no excess on 12/31/93, max = one year				*** Uses Dec 94 rates	
On December 31, 1995 and thereafter, if vacation on books > annual allotment, a check will be cut in January of the following year buying-back the excess (using December rates).											



**LETTER AGREEMENT
NO. 93-94-PGE**

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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.

Local Union No. 1245, IBEW

October 19, 1993
LA 93-94-PGE

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