



**LETTER AGREEMENT  
NO. 95-135-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

MEL BRADLEY, MANAGER OR  
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

October 6, 1995

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:

During 1995, several employees have requested to use their available vacation in hourly increments to address family and medical emergencies. The agreements authorizing these requests have been approved by the Union Business Manager and Company Chief Negotiator.

Company now proposes to allow employee requests to utilize vacation in hourly increments for cases of emergency to be approved at the local level. Agreements would be subject to the approval of the local Union Business Representative and Human Resources Advisor, and would also be contingent on Supervisor approval and ability to accommodate the request.

Agreements would include employee name, classification, headquarters, department, reason for request, and department's statement of approval. Copies of local agreements shall be sent to the Union Business Manager and Company Chief Negotiator.

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.

Oct 13, 1995

By:   
Business Manager