



LETTER AGREEMENT NO. R1-97-78-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
375 NORTH WIGET LANE, SUITE 150
WALNUT CREEK, CALIFORNIA 94598
(510) 746-4282

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, CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

May 1, 1997

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:

Company and Union have established a Letter Agreement 94-53 Labor-Management Committee to address concerns relative to 12 hour schedules. The Committee has identified one specific issue which it believes can be resolved by the adoption of a clarification of the application of Letter Agreement R1-90-153, signed August 2, 1990.

The Committee noted that there is a difference in language between the three generic agreements pertaining to 12 hour shifts, as it relates to accounting for holiday time off. Generic agreements R2-86-89 and 93-98 both call for the conversion of holiday hours to vacation hours. Letter Agreement R1-90-153 does not call for such conversion. The Committee has determined, however, that many locations that operate under a 12 hour schedule adopted pursuant to Letter Agreement R1-90-153 thought they were entitled to this conversion automatically.

Therefore, pursuant to Subsection 202.16(b) of the Physical Agreement and 10.7(b) of the Clerical Agreement, the Committee proposes to allow all existing 12 hour schedules executed pursuant to Letter Agreement R1-90-153 the option of converting holiday hours (80 hours) to vacation hours (80 hours) for all 12 hour employees at the headquarters.

Headquarters desiring to have their holiday hours converted to vacation hours should notify payroll, as soon as possible, but not later than May 19, 1997. Those headquarters that do not elect to have their holiday hours converted to vacation hours should also notify payroll no later than May 19, 1997. The attached form should be used to make the election and notification.

The option enacted as a result of this agreement will remain in effect from year to year unless superseded by adoption of the provisions of the then current generic agreement pertaining to 12 hour shifts.

These provisions shall become effective upon execution of this agreement and shall apply to calendar year 1997 and beyond.

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: 
Chief Negotiator

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

, 1997

By: 
Business Manager

(WILL GO ON LETTERHEAD)

Date: _____

TO: Yvonne Bruce
Payment Services
77 Beale Street, Room 680
San Francisco

Pursuant to Letter Agreement R1-97-78-PGE, 12-hour employees in the _____
department at the _____ headquarters have elected to:

- have their 80 holiday hours converted to vacation hours
- not have their 80 holiday hours converted to vacation hours

We understand that the option indicated shall apply to calendar year 1997 and beyond and cannot be revoked except by agreement between the Manager of Industrial Relations and the Union Business Manager.

Local Business Representative

Date

Human Resource Advisor

Date