

PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

January 7, 1988

Local Union No. 1245
 International Brotherhood of
 Electrical Workers, AFL-CIO
 P. O. Box 4790
 Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Review Committee Case No. 1642 concerned, among other issues, whether or not a permanently partially disabled employee may be granted the wage adjustment provided in Subsection 112.10(c)(3) a second time. The Pre-Review Committee agreed that to do so was appropriate under certain circumstances. However, since the Agreement is silent regarding this issue, the subject was referred to Ad Hoc Negotiations.

In Ad Hoc Negotiations the parties agreed to the following:

1. An employee who is temporarily assigned to a classification pursuant to a Vocational Rehabilitation Plan shall be paid in accordance with Subsection 108.2 of the Physical Agreement.
2. When an employee is permanently assigned to a new classification in accordance with the Agreement, the employee is to be paid at the appropriate step of the new classification or, if eligible, a rate determined by applying the Subsection 112.10(c)(3) formula.
3. If an employee had been appointed to a negotiated training or apprentice classification and was entitled to wage placement pursuant to 112.10(c)(3) and fails to complete such training/apprenticeship other than by voluntary removal from the training classification, such employee shall be entitled to Subsection 112.10(c)(3) treatment when appointed to a new classification.
4. When an employee is entitled to a second 112.10(c)(3) application, the wage rate shall be computed by subtracting the rate of pay of the new classification in effect at the time of the first rehabilitation appointment from the rate of pay of the old classification (the one he was in at the time of the injury or illness which caused the disability) in effect at the time of the first rehabilitation. The difference is then multiplied by four percent (4%) for each year of service up to the time of the original rehabilitation appointment (but not over 100 percent) and added to the current rate of the new classification. An example

is attached. Any subsequent general wage increase shall be limited to fifty percent (50%) until such time as the rate the employee is receiving is equal to the rate of the classification in which the employee is assigned.

5. The provisions of this agreement shall be applicable to the Clerical Agreement.
6. The provisions of this agreement shall be applicable to the grievant in Review Committee Case No. 1642.

If you are in accord with the foregoing and the attachments and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bradford
Manager of Industrial Relations

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

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

By Jack McKinley
Business Manager

Jan 8, 1987

Salary Worksheet - 2nd Application

112.10(c) Physical

7.10(b) Clerical

11.10(b) ESC

- 1. NAME _____
- 2. DATE OF INJURY _____
- 3. DATE OF HIRE _____
- 4. YEARS OF SERVICE AT
TIME OF INJURY _____
- 5. DATE OF FIRST REHABILITATION APPOINTMENT _____
- 6. DATE OF 2ND REHABILITATION APPOINTMENT _____

*If years of service are less than 10, employee is to receive the rate of pay of the classification to which assigned.

**If years of service are 10 or more, complete the following:

- 7. CLASSIFICATION AT TIME OF INJURY _____ Rates in Effect at
Time of Item 5 \$ _____
- 8. PROPOSED CLASSIFICATION _____ \$ _____
- 9. Rate Difference \$ _____

10. YEARS OF SERVICE
(As of the Date in Item 5)

_____ x .04 = _____ % Factor
(Not to exceed 100%)

11. % Factor _____ x rate difference _____ = \$ _____
(Adjustment)

12. Adjustment \$ _____

Plus Current Proposed Wage Rate _____

Adjusted Wage Rate \$ _____ (rounded to next higher 5¢)

Salary Worksheet - 2nd Application

112.10(c) Physical

7.10(b) Clerical

11.10(b) ESC

- 1. NAME P. D. Employee
- 2. DATE OF INJURY 12/23/81
- 3. DATE OF HIRE 7/30/59
- 4. YEARS OF SERVICE AT
TIME OF INJURY 22
- 5. DATE OF FIRST REHABILITATION APPOINTMENT 4/15/83
- 6. DATE OF 2ND REHABILITATION APPOINTMENT 2/18/86

*If years of service are less than 10, employee is to receive the rate of pay of the classification to which assigned.

**If years of service are 10 or more, complete the following:

- 7. CLASSIFICATION AT TIME OF INJURY Line Subforeman Rates in Effect at
Time of Item 5 \$ 647.85
- 8. PROPOSED CLASSIFICATION Patrolman \$ 493.70
- 9. Rate Difference \$ 154.15

10. YEARS OF SERVICE
(As of the Date in Item 5)

24 x .04 = 96% Factor
(Not to exceed 100%)

11. % Factor .96 x rate difference 154.15 = \$ 147.98
(Adjustment)

12. Adjustment \$ 147.98

Plus Current Proposed Wage Rate 580.20

Adjusted Wage Rate \$ 728.20 (rounded to next higher 5¢)