

PG&E

FOR INTRA-COMPANY USES

106.1
7-1C

From Division or Department

PERSONNEL RELATIONS

FILE NO.

RE LETTER OF SUBJECT

Rehiring Retired Employees
To Fill Authorized Vacant Positions

To Division or Department

September 22, 1983

DIVISION MANAGERS
DEPARTMENT HEADS

After examining our position related to the rehiring of retired PG&E or subsidiary employees to fill authorized vacant positions, the following policy will be implemented immediately:

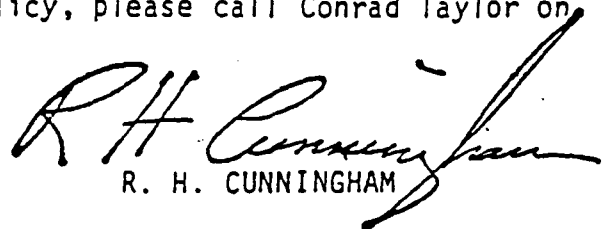
- Any retired employee who is rehired to fill a vacant position will be treated as a new employee for coverage under the following plans: Dental, Vision, Retirement, Savings Fund, Group Life Insurance/Long Term Disability, and for time away from work which includes vacations, holidays, and sick leave.

The only exception to this policy will be in the Group Life Insurance/Long Term Disability Plan. When rehired employees retire the second time, they will not be eligible to receive another \$4,000 insurance certificate under the Group Life Insurance/Long Term Disability Plan (\$8,000 effective January 1, 1984, if ratified by the Unions) or another insurance certificate under the Post Retirement Life Insurance Plan.

- When retired employees are rehired, they will continue to qualify for employee rates; and the Company will pay the full medical premium for them and their eligible dependents.
- There will be no bridging of service under the Retirement and Savings Fund Plans for past service.

This policy only covers the filling of authorized vacant positions. It does not preclude you from contracting with retirees on a consulting basis for special or short term projects.

If you have any questions regarding the above policy, please call Conrad Taylor on extension 22-4978.


R. H. CUNNINGHAM

CGTaylor(4978):jza

Officers
Department/Division
Personnel Managers
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