

## PACIFIC GAS AND ELECTRIC COMPANY

PGE + 215 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 972-7000 • TWX 910-372-6587

October 12, 1988

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The Company proposes to amend on a limited basis Title 203 Inclement Weather Practice by offering Gas and Electric T&D employees in Redwood Region the option of using vacation hours during inclement weather with the following provisions:

1. Local supervision determines whether or not to participate in this program.
  2. Local supervision will determine the number and classification of employees allowed to leave before normal quitting time. If more employees volunteer than can be released, selections will be made based on classification and seniority.
  3. Employees will have the option to volunteer for early departure, selecting the time off as:
    - off with permission, without pay; or
    - use of vacation hours.
- Prior to leaving, employees must sign, date, and note the time of departure under the appropriate selection on the log sheet (Attachment I). The minimum time allowed for early departure will be one hour.
4. Local supervision reserves the right to prohibit early departure.
  5. Company will not call employees back during regular work hours after they have been voluntarily dismissed, nor will Company allow employees to return after their dismissal. Exceptions to this will be made for emergencies in order to maintain service.
  6. Regardless of weather conditions, employees must report to work each day prior to being dismissed.

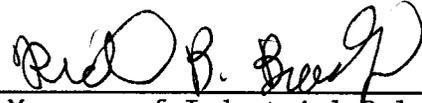
- 7. Employees will not be entitled to a two-hour minimum payment when they opt to leave before two hours have elapsed.
- 8. Employees shall remain eligible for Title 212 call outs at the end of regular work hours.
- 9. Any employee with less than one full day vacation accumulation at year-end will be paid for that time.

Either party may cancel this agreement upon 15 days written notification.

If you are in accord with the foregoing and attachment 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,

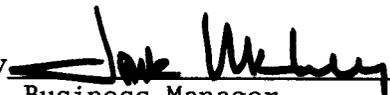
PACIFIC GAS AND ELECTRIC COMPANY

By   
Manager of Industrial Relations

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

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

Nov 18, 1988

By   
Business Manager

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INCLEMENT WEATHER  
VOLUNTARY SIGN-UP SHEET

PERSONAL BUSINESS WITHOUT PAY

VACATION HOURS

Name	Date	Time of Departure	Name	Date	Time of Departure

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