

PACIFIC GAS AND ELECTRIC COMPANY

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

April 29, 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:

General Construction proposes to implement an Attendance Incentive Program at the Davis Service Center.

The specifics of the program are:

- A. The service center will be divided into five groups:
 1. Auto Shop
 2. Tool Repair
 3. Warehouse
 4. Office
 5. Night Shift
- B. On a monthly basis, the above group with the lowest average sick leave hours used per employee will receive the equivalent of a \$5 award credited to the employees as a group. The average sick leave hours will be determined by the number of sick leave hours in the group divided by the number of employees in the group in that period.
- C. The award amount may not be taken in cash, but may be utilized for personalized items or lunches. Also, it may be distributed monthly, per Item B, at the end of the year, to be determined by each group.
- D. In case of first place ties, both groups will receive the \$5 award credit.

This agreement would allow Davis Service Center to provide the above award on a trial basis for 1988 only.

April 29, 1988

The above has been reviewed with Business Representative Gene Wallace.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bracful
Manager of Industrial Relations

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

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

May 23, 1988

By Jack Wechen
Business Manager