

PACIFIC GAS AND ELECTRIC COMPANY

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

January 6, 1989

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 extend the trial Attendance Management Incentive Program for employees at the Emeryville Shops. The proposed expiration date is March 31, 1989.

The program guidelines are unchanged from those established under Letter Agreement 87-157-PGE and are as follows:

1. For each basic workweek that an employee is at work for 40 hours, excluding overtime, he/she can place his/her name in the drawing.
2. Tardiness (exceeding 7-1/2 minutes), sick leave, vacation, doctor appointments, dentist appointments, etc., automatically disqualify an individual for that week. An employee must be "on the property" for the full 40-hour basic workweek to retain eligibility for that week.
3. At the end of each calendar quarter, a single name will be drawn.
4. The individual whose name is drawn will receive an incentive award.
5. The award will be a gift certificate worth a net value of \$200 after taxes. The employee will choose the type of gift certificate desired within reasonable limits (i.e., no lottery tickets, alcohol, race track tickets).
6. Both parties agree to a standard "sunset clause" wherein either party can request cancellation by giving a minimum 15 days' notice; however, the actual cancellation date will be the end of the quarter.

7. Both parties will meet to determine the effectiveness of the program after a reasonable period of time.

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 the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bragg
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

Jan 29, 1989

By Joe Wickham
Business Manager

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