



# LETTER AGREEMENT

No. 90-191-PGE



Pacific Gas and Electric Company  
Industrial Relations Department  
215 Market Street  
San Francisco, California 94106  
[415] 973-1125

International Brotherhood of  
Electrical Workers, AFL-CIO  
Local Union 1245, IBEW  
P.O. Box 4790  
Walnut Creek, California 94596  
[415] 933-6060

---

Richard Bradford, Manager

Jack McNally, Business Manager

---

August 20, 1990

Pacific Gas & Electric Co.  
215 Market St., Room 916  
San Francisco, CA 94106

**Attention: Mr. Richard Bradford  
Manager, Industrial Relations**

Dear Mr. Bradford:

The Union proposes to allow Bob Gault, an Electrician at Oakport Service Center, East Bay Region, to take vacation in one-half day increments. Attached please find a letter from Mr. Gault to Business Representative Frank Saxsenmeier which is self-explanatory.

The one-half day vacation benefit shall be used only in conjunction with medical visits as mentioned in his letter.


This proposal has been discussed with Mr. Kevin Corrigan, Region Human Resources and Mr. Mel Bradley, Manager of Region Electric Transmission.

Either party may cancel this agreement by serving thirty (30) days written notice to the other party.

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 Union.

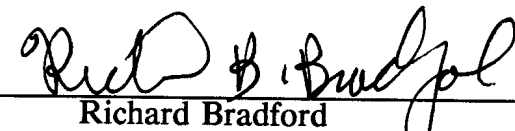
Yours truly,

LOCAL UNION 1245, IBEW

By:   
Jack McNally  
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

Date: August 29, 1990 By:   
Richard Bradford  
Manager of Industrial Relations

Attachment

Aug. 6, 1990

I.B.E.W. Local 1245  
P.O. Box 4790  
Walnutcreek Ca. 94596  
Attn: Frank Saxsenmyer

Frank

I find myself in a situation that I'm not able to handle and thought you and the Union might have some ideas or suggestions.

My situation is that my wife Sheila has Alzheimer's Disease we found out for sure about five months ago. Alzheimer's Disease is a progressive Disease and is terminal. Sheila's Doctors Names are Dr. Melvin A. Weinert Kaiser Hospital Oakland, Dr. Vincent Nunno 3863 Howe st. Oakland Ca.94611 She is also seen by The Doctors at Northern California Alzheimer's Disease Center Herrick Hospital 2001 Dwight way Berkeley Ca.94704

Now back to the problem you and the Union might be able to help me with, Sheila's medical needs at this time while she is being evaluated and tested and finding the proper level of medication. This means that I must take her in two to three times a week one to two hours at a time so I must be away from work four to six hours a week at this time. I'm not allowed to use sick leave My average use of sick leave is about three days a year, But this year because of Psychological testing of both of us and Counseling necessary to deal with and understand the Disease my sick leave this year is up to almost ten days My boss has had me in his office and talked about my high use of sick leave, I too would like to find a solution, I have plenty of vacation and would be willing to use it If it could be worked out between the Company and Union. I understand that after things settle down it would be more like two to three times a month so the amount of time I would Be away from work would less. I hope something can be worked out. And thank you for looking in to it for me.

Thanks Bob And Sheila Gault  
Bob Gault Sr. Sub Sta Dept. Oakland