



# LETTER AGREEMENT NO. 99-04-PGE

# IBEW



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(510) 974-4282

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(510) 933-6060

MEL BRADLEY, MANAGER OR  
DAVID J. BERGMAN, CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

January 13, 1999

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

The Company in an effort to afford third shift employees at the Fremont Materials Facility the opportunity to enjoy holidays on a more traditional schedule and eliminate the need for annual letters of agreement to schedule Company paid holidays for these employees.

The third shift employees (graveyard) at the Fremont Materials Facility work Sunday through Thursday, 2200-0600. The shift is comprised of Materials Handlers, Leadman Drivers and one Facility Leader. The Company proposes the following:

1. Monday Holidays:

- When holidays fall on a Monday, employees would be given the Sunday prior to the holiday off in lieu of the Monday holiday.

Martin Luther King Jr. Day	3 <sup>rd</sup> Monday in January
Presidents Birthday	3 <sup>rd</sup> Monday in February
Memorial Day	Last Monday in May
Labor Day	1 <sup>st</sup> Monday in September
Independence Day	July 4
Veterans Day	November 11

2. Christmas Day and New Years Day:

- If Christmas Day and New Years Day fall on a Monday, Tuesday, Wednesday, Thursday or Friday, employees will be given Christmas Eve day and New Years Eve day off in lieu of the holidays they would otherwise receive on Christmas Day and New Years Day.

- If Christmas Day and New Years Day fall on a Sunday, the holiday will be observed in accordance with Title 103.4 of the Physical Agreement.
3. Thanksgiving Day and the Friday after Thanksgiving:
- In order to provide a full day off on Thanksgiving and at the same time meet operational needs, employees will be given the Wednesday prior off in lieu of the holiday they would otherwise receive on the Friday after Thanksgiving.
4. Independence Day and Veterans Day:
- Independence Day and Veterans Day will be observed in accordance with Title 103 of the Physical Agreement unless the holiday falls on a Monday, which case the provisions in paragraph 1 of this agreement will prevail.

Company will make good faith effort to provide the Union with adequate notice of its intent to deviate from the above policy due to operating needs.

Either party may cancel this agreement providing 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 and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By:   
Chief Negotiator

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

2-22, 1999

By:   
Business Manager