



# LETTER AGREEMENT NO. R3-94-98-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
201 MISSION STREET, ROOM 1513A  
MAIL CODE P15A  
P.O. BOX 770000  
SAN FRANCISCO, CALIFORNIA 94177  
(415) 973-3425

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

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RONALD L. BAILEY, MANAGER OR  
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

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November 29, 1994

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

Gentlemen:

Company proposes to amend Title 14 of the Clerical Agreement to allow Call Center employees the option to:

- a) Schedule one, two, or three floating holidays in accordance with the provisions of Section 14.3;
- b) Forego taking one, two or three floating holidays in 1994. If an employee elects this option, the Company shall pay for the time worked and in addition shall pay a floating holiday allowance equivalent to the straight time rate of pay for the number of days involved. Employees electing payment for unused floating holidays must submit a request for payment to their supervisor by noon, December 5, 1994. In order to ensure payment in 1994, it will be necessary for supervisors to forward all requests for payment to Payment Services by 5:00 p.m. on December 5, 1994. Employees who do not reach regular status (and earn their floating holidays) until December 1994 must request payment for floating holidays to their supervisor by noon, December 19. In order to ensure payment in 1994, it will be necessary for supervisors to forward all these requests for payment to Payment Services by 5:00 p.m. on December 19, 1994.
- c) Defer one, two, or three floating holidays to 1995. In the event an employee selects this option, the floating holidays will administratively be converted to personal business with pay and must be taken off by April 30, 1995. From a scheduling standpoint, deferred floating holidays will still be considered as floating holidays and the scheduling of such time off shall be in accordance with the provisions of Section 14.3. However, if such day(s) off has(have) not been taken by April 30, 1995, the employee will receive payment for the day(s) at the straight time rate of pay.

Part-time employees who work a full time schedule for six months or more in 1994 and who elect to defer earned floating holidays into 1995 will receive 8 hours personal business with pay for deferred FH's in 1995. From a scheduling standpoint, these deferred floating holidays will still be considered as floating holidays and the scheduling of such time off shall be in accordance with the provisions of Section 14.3.

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.

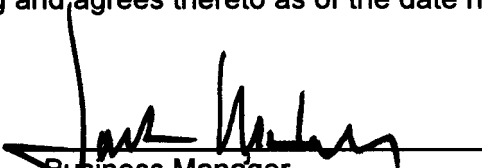
Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By:   
Director and Chief Negotiator

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

Nov 29, 1994

By:   
Business Manager