

- b. The new weekly wage rates for December 1979 and as recomputed on January 1, 1980, where necessary, and on January 1, 1981 and 1982 will be computed by adding 9.2 percent or 3 percent, as appropriate at the time, to the weekly wage rates in effect on the day preceding the application of the general increase and rounding the result to the next higher five cents.
- c. Retroactivity for the month of December 1979 will be calculated by taking 9.2 percent of each employee's actual earnings for that month. The usual required deductions will be made, not including retroactive adjustment of Group Life Insurance premiums or Union dues.
- d. For classifications to which classification wage adjustments apply, the classification wage adjustment will be added to the employee's rate on January 1, 1980, and the 9.2 percent general increase will be applied as above. The same procedure will be followed with respect to those General Construction wage adjustments which apply for 1981 and 1982.
- e. Except as specifically provided elsewhere in the settlement, the amended Working Conditions Agreement Sections will become applicable on the date on which the Agreement is ratified by the Union's membership. The provisions of Titles 110 of the Physical Agreement and 11 of the Clerical Agreement relative to shift and Sunday premiums will, however, be retroactively applied. The Agreement with respect to Titles 205 and 18 - Job Bidding and Promotion, provides for their effective date to be the first of the month following 90 days after ratification. *b-1-80*

3. Attachments

Attachment A hereto is the clerical wage and classification agreement, Attachment B includes the classification wage adjustments, Attachment C consists of the amended contract language, and Attachment D consists of amendments to Title 600 and various parts of Exhibit VI to the Physical Agreement.

4. Stanpac

The Company will, as soon as practicable, enter into discussions with the minority owner of Standard Pacific Gas Line Incorporated in an attempt to obtain their approval of our negotiations toward a combined job bidding and transfer system for employees of both P. G. and E. and Stanpac. If these discussions are successful, we will immediately enter into such negotiations as are necessary to accomplish this purpose with Local 1245.

5. Time Off

With respect to personal time off without pay, Sections 101.1 of the Physical Agreement and 6.1 of the Clerical Agreement provide for leaves of absence, including absences without pay, for 10 consecutive workdays or less for "urgent and substantial personal reasons." Company will convey to its field supervisors the recommendation that every effort be made to accommodate the needs for time off of employees, in particular those employees who have not requested such leave on a frequent basis.