



**Pacific Gas and
Electric Company™**

Matthew Levy
Principal Negotiator
Labor Relations

375 N. Wiget Lane, Suite 130
Walnut Creek, CA 94598
925.974.4404

15-09-ESC

May 7, 2015

Joshua Sperry, Senior Union Representative
Engineers and Scientists of California, Local 20
IFPTE (AFL-CIO & CLC)
810 Clay Street
Oakland, CA 94607

Dear Mr. Sperry:

The Company and Union agree vacation requests for half or full day increments submitted to the Company by an employee before the end of the previous regularly scheduled workday will continue to be reviewed in accordance with Section 9.11.

Vacation requests for less than a half day increment submitted to the Company by an employee before the end of the previous regularly scheduled workday may be approved at the sole discretion of the Company. If approved by the Company, such requests will not be treated as unanticipated vacation and will be reviewed as other vacation requests submitted under Section 9.11.

Vacation requests submitted by an employee after the conclusion of the regularly scheduled work day immediately preceding the request shall be deemed unanticipated vacation as described in Section 9.14 and will be subject to the provisions of Section 9.14.

The Company proposes that the vacation language contained in this Letter Agreement be incorporated into the next update of the ESC Agreement. New language is shown in italics and the added or amended date will be when the Agreements are updated after the next general negotiations.

9.11 STARTING DAY

(a) In general, vacation shall be scheduled in weekly increments to commence on Monday, except for an employee whose basic workweek starts on a day of the week other than Monday where the vacation shall commence with the starting day of the employee's basic workweek.

(b) By prior arrangement with the employee's supervisor, an employee shall be allowed vacation in increments of one day or more on any day of the week, except where prohibited by operational needs or where the payment of overtime to another employee would be required. (Added 1/1/83)

(c) ~~Except for employees of General Office Land Department assigned to field jobs, Vacation days may be pre-scheduled in one-half day increments where such increment, in the reasonable judgment of the employee's supervisor, will not interfere with the work in progress and will not require another employee to work overtime. (Added 1/1/83)~~
(Amended _____)

(d) Vacation requests for less than a half day increment submitted to the Company by an employee before the end of the previous regularly scheduled workday may be approved at the sole discretion of the Company.

9.14 UNANTICIPATED VACATION

Any combination of vacation hours, up to 24 per year, may be taken in increments of one hour or more, not to exceed six (6) consecutive hours, at an employee's option. This provision applies to vacation requests submitted by an employee after the conclusion of the regularly scheduled work day immediately preceding the request. (Amended 1/1/94, 1/1/09)

This agreement resolves the issue and all open grievances with regards to vacation of less than half day increments. The following grievances will be resolved by recoding the vacation requests as described above – if a request was made prior to the end of the workday before, and was approved, then that vacation usage will be coded as regular vacation and will not be counted against the 24-hour annual limit on UV usage:

- a. 22799
- b. 22830
- c. 22831
- d. 22844
- e. 22990
- f. 23036
- g. 23054
- h. 23064

Any further grievances filed over this issue will be resolved in the same manner.

If you agree, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: Matthew Levy
Matthew Levy
Principal Negotiator

The Union is in agreement.

ENGINEERS AND SCIENTISTS OF CALIFORNIA
LOCAL 20, IFPTE, AFL-CIO and CLC

5/8, 2015

By: Joshua Sperry
Joshua Sperry
Sr. Union Representative