



LETTER AGREEMENT NO. 01-25-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

STEPHEN A. RAYBURN, DIRECTOR
AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN, BUSINESS MANAGER

August 2, 2001

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

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

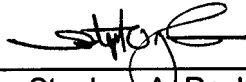
Currently there are three types of documents describing employee benefits: 1) the Collective Bargaining Agreement (including all applicable letters of agreements) negotiated by the parties, 2) the Summary Plan Description (SPD), also referred to as the Summary of Benefits Handbook, and 3) the Plan Document. Pursuant to discussions between the parties, Company proposes the following:

- The Company will update the SPD in 2001.
- The Company and Union will use the SPD to provide negotiated benefits information to employees. The SPD also contains references to items that are not negotiated. The Union will review and approve the SPD document prior to distribution.
- The Medical, Dental and Vision Benefit Agreement and Benefit Agreement covering Life Insurance, Long Term Disability, Retirement, Savings Fund Plan and TRASOP and PAYSOP Plans effective January 1, 1994; letter agreements negotiated between the parties; and items agreed to during general negotiations will provide the basis of bargaining history and in case of conflict, will prevail as the governing documents.
- The Company and Union will jointly share the costs of printing and distributing the approved SPD to all physical and clerical bargaining unit employees in 2001 and at least every five years thereafter.
- The Company will prepare the 2001 SPD in Word format for suitability in posting to the Benefits web site. The SPD will be posted to the Benefits web site after Union review and approval.
- The Company will update the SPD regularly on the Benefits web site, which is accessible to employees. Updates involving negotiated benefits items will be reviewed and approved by the Union prior to being posted to the Benefits web site. Employees may also contact the Human Resources Service Center to request a copy of an updated section of the SPD.

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 Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 

Stephen A. Rayburn
Director and Chief Negotiator

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

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

Aug 8, 2001

By: 

Perry Zimmerman
Business Manager