



LETTER AGREEMENT NO. 01-42-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

September 13, 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:

Pursuant to Subsection 204.4 (b) of the Physical Agreement, the Company proposes to utilize journeyman and above in the Lineman line of progression on a temporary basis to be Field Instructors as recommended by the Lineman 2000 Committee. Field Instructors will work closely with the Field Coordinators in the training of Apprentice Linemen. Field Instructors will be considered an exempt position.

FIELD INSTRUCTOR

Description:

This position will provide field instruction to Apprentice Linemen in a geographical area. The Field Instructor will train Apprentice Linemen on "live line" and "rubber glove" work methods under actual field conditions on workload drawn from a local area. The Field Instructor will also evaluate, document and report apprentice's performance on a timely basis and schedule certification performance exercises for the apprentice.

Qualifications:

- Journeyman Lineman level or higher (minimum 2 years of experience as a Journeyman Lineman).
- Successful completion of the one week Field Instructor Qualification Program.
- Must have leadership skills, good safety record, and be certified in Rubber Gloving.

Selection:

- The Lineman 2000 Committee will approve the list of volunteer candidates for this position.
- Management will select the Field Instructor from the approved list.

Training:

- Field Instructor Qualification Program - one week course.
- Minimum of 15 Trainers will be instructed initially.
- Lineman 2000 Committee will review and approve the Field Instructor Qualification Program.

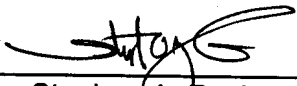
Administration:

- These positions will be filled only on a time card basis and will be temporary assignments.
- These positions will be paid 5% above 0740 Electric Crew Foreman for Title 200 employees and 5% above 0650 Subforeman A for Title 300 employees.
- Employees in these positions still can be called out or assigned overtime if available in their base classification.
- These positions will continue to report to their respective Supervisors, however, they will be required to work closely with the Training Coordinator in their geographical area.

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 AND ELECTRIC COMPANY

By: 

 Stephen A. Rayburn
 Director & Chief Negotiator

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

LOCAL UNION NO. 1245
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

Sept 20, 2001

By: 

 Perry Zimmerman
 Business Manager