



# LETTER AGREEMENT NO. 02-25-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

June 19, 2002

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:

For the past eight years, Larry Gonzales, Troubleman, Merced, has been working with Merced County, volunteering his time to teach a summer youth program. The youths, ages 14-17, install sidewalks and install and maintain landscaping in the city of Planada. This year, the program will run from June 17, 2002 to August 2, 2002.

In the past, Mr. Gonzales worked a late shift in the summer, which allowed him to perform his volunteer work in the mornings. However, this year his work group is under a different overtime agreement that fixes the shift hours at 9:00 a.m. to 5:30 p.m. year around. Unfortunately for Mr. Gonzales and the summer youth program, this shift conflicts with his volunteer work. Mr. Gonzales is willing to use his vacation days to continue to volunteer for the program, but his total allotment of vacation hours will be used up very quickly if taken in eight-hour increments.

The Company proposes to make every effort to accommodate the following vacation schedule for Mr. Gonzales to continue with the summer youth program subject to business needs. This proposal allows for Mr. Gonzales to take more than 16 hours of incremental vacation as provided in Section 111.16 of the Agreement during the period of June 17 through August 2, 2002. The schedule is as follows:

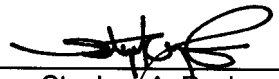
<u>Date</u>	<u>Hours</u>	<u>Date</u>	<u>Hours</u>
June 17	3 hrs	July 12	3 hrs
June 18	3 hrs	July 15	3 hrs
June 20	3 hrs	July 16	3 hrs
June 21	3 hrs	July 18	3 hrs
June 24	3 hrs	July 19	3 hrs
June 25	3 hrs	July 22	3 hrs
June 27	3 hrs	July 23	3 hrs
June 28	3 hrs	July 25	3 hrs
July 1	3 hrs	July 26	3 hrs
July 2	3 hrs	July 29	3 hrs
July 5	3 hrs	July 30	3 hrs
July 8	3 hrs	August 1	3 hrs
July 9	3 hrs	August 2	3 hrs
July 11	3 hrs		

This proposal has been discussed with Business Representative Gary Hughes.

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.

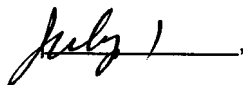
Very truly yours,

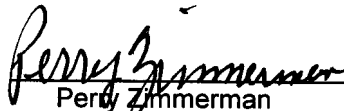
PACIFIC GAS & ELECTRIC COMPANY

By:   
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

 2002

By:   
Perry Zimmerman  
Business Manager