



# LETTER AGREEMENT NO. 02-35-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 22, 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:

In remaining consistent with Letter Agreement 00-33-PGE, the *California Goaled Award Plan* within California Gas Transmission provides that employees who meet certain goals within a quarter be awarded a recognition award not to exceed \$200.00 received during that quarter. In the first quarter of 2002, employees at Milpitas and Hollister met the goals outlined in the program required for the \$200.00 incentive award. However, a mistake was made and nine of these employees only received \$150.00. In the second quarter, the employees received the maximum amount of \$200 and therefore the Company was unable to make the \$50 owed to these employees from the first quarter.


The Company proposes that the nine employees outlined below be paid the \$50.00 owed to them for their recognition earned during the first quarter. This amount will not be counted against any future recognition awards in which these employees may be eligible within the parameters outlined in the *California Goaled Award Plan*.

Employee Name	Social Security Number	Work Location
Clark Ackerman	-7213	Hollister
David Boyd	-5006	Hollister
Oscar Martinez	-7848	Hollister
Gary Overman	-3129	Hollister
Victor Bacal	-5868	Milpitas
Phil Fazio	-8003	Milpitas
Bill Murray	-0646	Milpitas
Robert Quijalvo Jr.	-6728	Milpitas
Donny Wong	-2668	Milpitas

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,

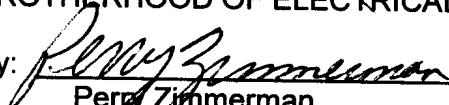
PACIFIC GAS & ELECTRIC COMPANY

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

Aug 26, \_\_\_\_\_, 2002

By:   
Peter Zimmerman  
Business Manager