



LETTER AGREEMENT NO. 03-24-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 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN
BUSINESS MANAGER

July 14, 2003

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 2547
Vacaville, CA 95696

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

In accordance with Section 306.10 of the Physical Agreement, the Company proposes to re-classify Mr. Thomas Cardoza from Instrument Technician (2418) to Gas Technician (2413). Mr. Cardoza, a Station/Substation/Hydro Department employee, has been working in the Gas Department since the 1995 reorganization along with eight other Instrument Technicians. Mr. Cardoza is the only remaining Instrument Technician in the Station/Substation/Hydro Department. Mr. Cardoza is currently performing the work of a Gas Technician (2413).

In review of the apprenticeship program associated with the journeyman Gas Technician position, the Company believes the apprentice program of the Instrument Technician position completed by Mr. Cardoza coupled by his seven plus years in the General Construction Gas M&C Department make Mr. Cardoza qualified for this position. The following is a comparison of the both the academic and OJT hour requirements for both apprenticeships:

	Academic	OJT
Apprentice Instrument Technician	799 Hrs	3380 Hrs
Apprentice Gas Technician	882 Hrs*	756 Hrs

*Includes 80 hours welding course not required for future Apprentice Gas Technicians.

In the event of a Title 306 demotion/layoff, Mr. Cardoza's next lower classifications would be in the GC Gas Technician Line of Progression.

This proposal has been discussed with IBEW Business Representative, Roy Runnings.

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,

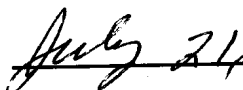
PACIFIC GAS & ELECTRIC COMPANY

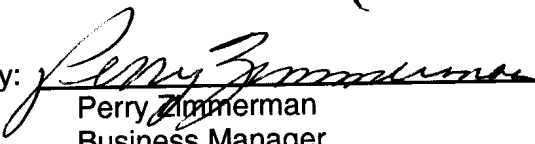
By: 

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


_____, 2003

By: 

Perry Zimmerman
Business Manager