



LETTER AGREEMENT NO. 03-35-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 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,
BUSINESS MANAGER

October 23, 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 2002, PG&E began the New Employee Orientation program to provide most new hires an overview of the company and its policies. New employees attend a one-day orientation in San Ramon some time during their first 30 days of employment.

Also, during 2002, the Company decided to reinforce its compliance efforts in the completion of I-9 forms. As an employer, we are required by the federal government to have the I-9 form fully completed and supporting documentation verified on the first day of employment. Failure to do so could result in fines and/or reprimands to the Company.

As a way to meet both the need for orientation and completion of the I-9 and other forms, Company wants to modify NEO so that most new employees report to San Ramon on their first day. Some attendees may need to arrive the day before; they will receive mileage at the IRS rate and reimbursement for reasonable expenses.

The purpose of this letter agreement is to request IBEW's agreement to modify the per diem provisions for Title 300 employees. As all Title 300 employees will report to their starting work location following NEO, Company proposes that the starting work location be utilized for per diem purposes of Section 301.3.

This proposal has been discussed with Bob Choate, Assistant Business Manager.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By: Stephen A. Rayburn
Stephen A. Rayburn
Director and 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, AFL-CIO

Jan 14, 2004

By: Perry Zimmerman
Perry Zimmerman
Business Manager