



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 04-05-PGE

IBEW



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

January 22, 2004

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:

The Company proposes pursuant to Subsections 202.16 (b) and 302.7 (e) (2) to establish a temporary second shift for training purposes at the Livermore Training Center. The school is currently at its capacity for the normal hours of class 7:00 a.m. to 3:30 p.m. This temporary shift is being established to handle the influx of new drivers requiring a Class A, Commercial Driver's License. Livermore is the only PG&E facility that is DMV Commercial Driver qualified. The second shift school hours will be 3:30 p.m. to 12:00 a.m. and employees attending class on this shift will be paid the second shift premium, but will not be paid overtime compensation for this hours change.

Company further proposes that the employees who sign up for the training will be placed into the class on a first-come, first-serve basis based on the electronic enrollment process. The students will be able to pick the first or second shift. Students on the backlog list will be asked if they want to be placed into an open slot in the schedule.

This agreement will be in effect until December 31, 2004 unless one of the parties cancels this agreement by providing 30 days' written notice of cancellation prior to that date.

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

By: _____


Perry Zimmerman
Business Manager

March 5, 2004