



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 04-15-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

March 3, 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 that the Radwaste Operator position at Diablo Canyon Power Plant be manned around the clock, seven days a week, during the 1R12 and 2R12 refueling outages. To accomplish this, the following change in work schedule and hours is proposed pursuant to Section 202.16 of the Agreement.

Beginning on March 21, 2004 (for the 1R12 outage) and October 24, 2004 (for the 2R12 outage) at 0700 hours and continuing until the Friday following the closing of the Main Generator output breakers signaling the completion of the outage, the following hours change will be in effect.

The day shift Radwaste Operator will maintain normal Monday through Friday hours of 0700 to 1500 hours with an extension of shift on these days from 1500 to 1900 hours.

The night shift Radwaste Operator will change work hours to Monday through Friday from 1900 to 0300 hours with an extension of shift on these days from 0300 to 0700 hours. The night shift Radwaste Operator will receive the third shift premium for all hours worked on this schedule.

The Relief Radwaste Operator will continue the normal Monday through Friday from 0700 to 1500 hours schedule and may work an extension of shift either prior to or at the end of the normal shift as necessary to help with the increased workload.

Saturday day shift from 0700 to 1900 hours may be filled on a voluntary basis by the day shift Radwaste Operator. Saturday night shift from 1900 to 0700 hours may be filled on a voluntary basis by the night shift Radwaste Operator.

Sunday day shift from 0700 to 1900 hours may be filled on a voluntary basis by the Relief Radwaste Operator. Sunday night shift from 1900 to 0700 hours and any of the above Saturday or Sunday shifts not filled on a voluntary basis by the Radwaste Operator rotational assignment personnel will be filled through overtime from the outage support operators.

Any operator scheduled to fill either of the Sunday Radwaste Operator positions shall receive Sunday Premium per Section 110.7 of the Agreement. Entitlement for meals will be per Title 104 of the Agreement.

This proposal is similar to previous agreement, L/A 03-05-PGE, that was reached for 2R11 Refueling Outage.

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.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

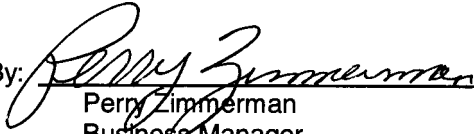
By: 

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

Oct 13, _____, 2004

By: 

Perry Zimmerman
Business Manager