



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. 04-24-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

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STEPHEN A. RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN  
BUSINESS MANAGER

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May 10, 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 and Union have executed several letter agreements to provide Customer Service employees an opportunity to voluntarily take additional time off when available work is less than the available manpower.

Company is proposing that Customer Service line of progression employees be given an opportunity to take time off throughout the year without pay (T-time) in weekly increments. Assignments will be made by seniority within each classification.

The Company will consider supplemental weekly vacation requests in accordance with the following prior to considering employee requests for weekly time off without pay.

#### Supplemental Vacation Approval

Company proposes that the provisions of Title 8 be expanded to allow employees to designate their interest in taking additional vacation days beyond those scheduled in accordance with the provisions of Section 8.13 and that can normally be operationally accommodated.

Under this proposal, the Company will review operational needs to determine if workload is less than originally projected. Employees who requested to take vacation during the sign up period outlined in Section 8.13, but were not granted vacation due to operational needs, will be offered an opportunity to take vacation if the workload is less than originally projected. If operating conditions permit additional employees to be off work, the Company will offer vacation to employees who have signed the vacation list by classification, status (full-time separate from part-time), and seniority.

Prior to offering T-time, employees who did not request to take vacation during the sign-up period, may also be granted the opportunity to do so after offering vacation to employees who signed up during the regular sign-up procedures outlined in Section 8.13. Vacation will be offered to employees on the supplemental vacation sign-up list by classification, status (full-time separate from part-time), seniority, and date request submitted. If more than one employee requests the same day off, the most senior employee's request shall be granted first.

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,

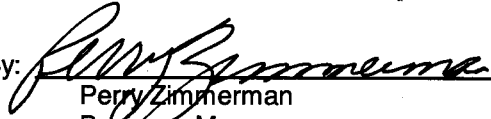
PACIFIC GAS & ELECTRIC COMPANY

By:   
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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

5-24, 2004

By:   
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Perry Zimmerman  
Business Manager