



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. 05-20-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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April 29, 2005

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

Dear Mr. Zimmerman:

The Company proposes to adopt the Hiring Hall Overview Committee recommendations detailed below.

The Hiring Hall Process and Procedures section in Letter Agreement R1-04-12 states that all candidates must meet PG&E's pre-employment testing requirements. The current testing policy states in part that "former employees that held a previous classification at PG&E and show no previous testing record in TReD must meet the current testing requirements for the regular status position to which they are applying." There are former regular status employees with many years of experience in performing the work requested who cannot be dispatched through the Hiring Hall without taking and passing the pre-employment test(s).

The Company and Union Joint Hiring Hall Overview Committee met on April 19, 2005, to discuss the above issue. The Committee recommends that former regular status PG&E employees who are eligible for rehire be allowed to be dispatched to their former classification or any classification lower in the line of progression on a temporary basis. The Company intends to review this issue and, if and when appropriate, will adopt a prospective change to this temporary practice. Before implementing the change, the Company will review it with the Union. Any further changes modifying Letter Agreement R1-04-12 will require the parties' agreement.

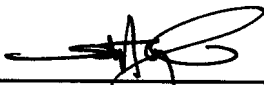
The Overview Committee also recommends that the Union dispatch Journeyman Linemen and Journeyman Electricians once they have been certified by the IBEW that they have met the qualification of a journeyman and Local 1245 has verified their qualifications. These candidates will not have to meet the Company's pre-employment testing requirement but must still pass all other pre-employment requirements including background screening and drug test.

Either party may cancel this agreement by providing 30 days' written notice of cancellation.

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,

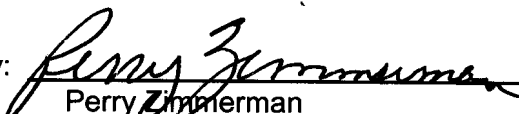
PACIFIC GAS & ELECTRIC COMPANY

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

May 5, 2005

By:   
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Perry Zimmerman  
Business Manager