



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 10-20-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-4310
STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
TOM DALZELL
BUSINESS MANAGER

May 11, 2010

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95687

Dear Mr. Dalzell:

In an effort to minimize training costs, the Company proposes to modify item C. "Priority of Referrals and Pay" in the Hiring Hall Letter Agreement, R1-04-12 and R1-08-26. All other conditions in the Hiring Hall Agreement remain in effect.

C. PRIORITY OF REFERRALS AND PAY

Applicants for temporary employment at Pacific Gas and Electric Company shall be prioritized in the following groups and referred in the following order:

1. Prior Company employees and individuals that held the classification elsewhere, and have the required experience, and meet the Company's agreed to qualifications will be paid the top of the wage rate.
2. Prior Hiring Hall employees that held the classification for 12 cumulative months will be paid the top of the wage rate.
3. Prior Hiring Hall employees who held the Meter Reading classification for less than 12 months for dispatch to the Meter Reader classification. The pay will be the inexperienced rate until the 12 cumulative months threshold has been met as described in item 2 above.
4. Applicable to entry-level physical classifications - Successful graduates of the PowerPathway™ Program or individuals who have successfully completed a pre-apprentice training program recognized by the Company and meet PG&E's agreed to entry qualifications, will be paid the inexperienced wage rate.
5. Inexperienced individuals that meet PG&E's agreed to entry qualifications will be paid the inexperienced wage rate.

Either party may cancel this agreement by providing the other 90 days' written notice of cancellation.

Mr. Tom Dalzell

-2-

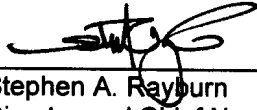
May 11, 2010
L/A 10-20-PGE

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

June 17, 2010

By: _____


Tom Dalzell
Business Manager