



LETTER AGREEMENT

No.

92-75-PGE



Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, California 94105
[415] 973-3420

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

May 26, 1992

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The Company proposes to modify Letter Agreements R3-86-119 and R2-90-235 to allow for ENCON employees to have fractional vacation remaining at the end of a year to be purchased by the Company.

Employees on alternate work schedules often have fractional vacation remaining at the end of a year. Since physical bargaining unit employees are not permitted to take vacation in increments of less than full workday except on inclement weather days, vested fractional vacation is deferred to the following year for these employees.

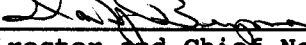
This agreement would allow physical bargaining unit employees with a fraction vacation day remaining at the end of the calendar year the option to defer or have the Company pay those fractional hours remaining. Employees qualifying may request payment through their supervisor after January 1 of the following year.

Either party may cancel this agreement with 30-day written notice.

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.


Yours very truly,


PACIFIC GAS AND ELECTRIC COMPANY

By  _____
Director and Chief Negotiator

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

 _____, 1992

By  _____
Business Manager