



**LETTER AGREEMENT
NO. 95-115-PGE**



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
201 MISSION STREET, ROOM 1513A
MAIL CODE P15A
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-3425

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

September 5, 1995

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The purpose of this agreement is to provide a means of handling peak service workload in 1995 to meet our customers' needs for timely service. Peak service workload is defined as customer service demand for seasonal pilot relights (October 1 - December 31).

Company and Union propose the use of the Hiring Hall as the initial method of addressing peak workload. The use of Hiring Hall employees will fit the definition of peak customer service workload. No maximum number of positions will be established since the need will be determined based on customer need during peak workload periods.

Overtime will first be offered to and fully utilized by all regular PG&E Gas Service Representatives. This will include prearranged assignments such as the extension of the workday, work prior to the start of regular work hours, and weekend work. Efforts will be made to secure volunteers for overtime assignments.

Once overtime has been fully utilized, TEMPORARY SERVICEPERSON (HH) will be used.

The job description and rate of pay for this position is as follows:

0082 TEMPORARY SERVICEPERSON - HH (HH = Hiring Hall) \$ 21.30/hr

Complete gas and electric shut-offs, including shut-offs for non-payment, electric turn-ons, change of party reads, meter re-reads, access problems and re-seals. Performs seasonal on/off pilot relights.

The Company will provide training as required in the above mentioned areas including personal security.

This designated classification requires a valid California Driver's License and will be subject to the Company's Drug Free Pipeline Program for drugs and alcohol.

Hours of work will be regularly scheduled between 7:00 a.m. and 9:00 p.m. Monday through Friday. If these employees are assigned shut-off for non-pay work, they will not perform shut offs after 6:00 p.m. These temporary employees will be assigned to a headquarters and may be required to report to work at any headquarters within a commutable distance, without payment of travel time and mileage as provided for in Section 202.23. Employees will use a Company provided vehicle.

The Company will provide a PG&E shirt and cap to all employees performing this work.

During the term of this agreement, Company will fully utilize the provisions of Section 205.3 of the Physical Agreement. There will be no layoffs for lack of work in the Gas Service department of regular employees during the term of this agreement.

This letter agreement will expire on December 31, 1995.

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.

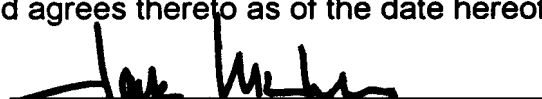
Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Director and Chief Negotiator

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

Sept 6, 1995

By: 
Business Manager