



**LETTER AGREEMENT
NO. 96-5-PGE**

IBEW



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

January 31, 1996

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

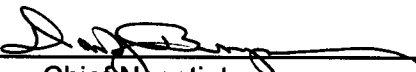
Gentlemen:

Company proposes pursuant to Letter Agreement No. 94-53 to establish a Systemwide Labor Management Committee for Benefits-related issues. Attached is a Committee Charter which may be modified by mutual agreement.

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: 
Chief Negotiator

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

Feb 20, 1996

By: 
Business Manager

CHARTER LABOR MANAGEMENT COMMITTEE BENEFITS

Objective:

This Committee is established to provide a Labor Management forum to discuss benefits-related issues and processes that affect employees systemwide.

Committee:

The Committee will consist of four members from the Union appointed by the Union's Business Manager and four members appointed by the Company.

The Union's Business Manager will appoint a Co-Chairperson and the Company will appoint a Co-Chairperson. The secretary of the Committee will be appointed by the Manager of Industrial Relations.

Meetings:

The Committee will meet on a quarterly basis or as needed beginning in February of 1996. Meetings will be regularly scheduled and may be canceled by mutual agreement. The secretary of the Committee will be responsible for making room arrangements and distributing agendas. The parties may schedule meetings more frequently if warranted.

Agendas:

Agenda items shall be sent to the secretary of the Committee two weeks prior to the scheduled meeting date.

Résumés:

Résumés will be the responsibility of the secretary of the Committee and will be approved by the Co-Chairpersons. Co-Chairpersons will approve résumés prior to distribution.

Recommendations / Referrals:

The Committee will establish a method to develop joint recommendations, which may include appointing teams or subcommittees to address specific issues.

Cancellations:

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