



**LETTER AGREEMENT
NO. 96-64-PGE**



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
375 NORTH WIGET LANE, SUITE 150
WALNUT CREEK, CALIFORNIA 94598
(510) 746-4282

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, CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

July 2, 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:

Due to low call volume during the summer months in the Company's four Call Centers, the Company has more CSR-scheduled work hours than call volume warrants. The Company has very successfully sought volunteers to work in division offices and has also offered employees time off without pay in accordance with the provisions of Letter Agreement 95-82.

Company is also proposing to offer interested Call Center employees with regular status an opportunity to take an unpaid leave of absence for other than an urgent or substantial personal reason (Leave of Absence-Call Center) for up to 3 months. Each Call Center would determine its ability to offer leaves of absence by classification, and based on its ability to grant leaves, would consider volunteers by classification in order of seniority at that center.

The provisions of this agreement are limited to Call Center employees through October 1, 1996.

Employee benefits during this leave of absence will be treated like a regular personal leave of absence.

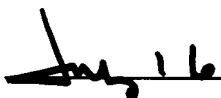
If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

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.

 , 1996

By: 
Business Manager