



LETTER AGREEMENT NO. 97-03-PGE

IBEW



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

January 3, 1997

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:

A Joint Company-Union Committee has established an entrance examination for the Apprentice Metering Systems Technician classification in accordance with Letter Agreement 94-34. The test is currently being validated and the Company expects that it will be in place no later than March 1, 1997.

The Committee continues to work on finalizing the Apprentice Metering Technician Training Program with an expectation that it will also be completed by Spring 1997. Due to the imminent completion of the training program, the committee has recommended that all apprentice vacancies be pended and filled as Apprentice Metering Systems Technicians once the entrance exam is in place.

The Committee is concerned that if employees are allowed to enter the apprenticeship program without the basic skills tested for in the entrance exam, they are at an increased risk of being unable to satisfactorily complete the Apprentice Metering Systems Technician training program.

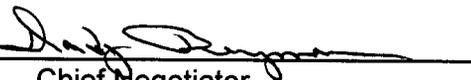
In conjunction with the proposal above, the Committee has recommended that all current Apprentice Meterpersons be converted to Apprentice Metering Systems Technicians retroactive to January 1, 1997. Employees will be converted to an equivalent wage step in the Apprentice Metering Systems Technician wage scale based on their time in the apprenticeship program. Once the Apprentice Metering Systems Technician Program is fully approved, each apprentice will be individually slotted into the appropriate training step, which may differ from the wage step they were placed at. Employees will remain at that wage step until they have completed all academics and training associated with that step, at which time their progression through the training program and corresponding wage scale will be in accordance with the apprenticeship guidelines and Master Apprenticeship Agreement.

This proposal has been discussed with Sr. Union Business Representative Landis Marttila.

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.

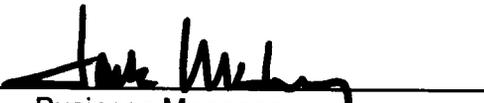
Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Chief Negotiator

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


_____, 1997

By: 
Business Manager