



LETTER AGREEMENT NO. 97-140-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(510) 974-4282

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

17 November 1997

Pacific Gas and Electric Company
Industrial Relations Department
2850 Shadelands Drive, Suite #100
Walnut Creek, California 94598

Attention: Mr. David Bergman
Director and Chief Negotiator

Gentlemen:

Grid Maintenance and Construction has a temporary need to have additional Title 300 employees perform in certain classifications. To assist in staffing for such work, the parties agree to first utilize qualified employees in the following order: existing Title 300 employees, Title 200 employees, Hiring Hall employees, and then contractors.

Title 200 employees may be loaned to Title 300 under the following conditions:

- Permanent Title 300 employees will not lose any contractual rights.
- Title 200 employees "loaned" to Title 300 will be working within the Title 300 section of the Agreement;
- Title 200 (employees) will be paid at their basic classification rate or the Title 300 classification to which they are assigned, whichever is higher;
- Title 200 employees' permanent headquarters will be their headquarters for determination of any Title 301 application;
- Company will determine the classifications and locations where temporary vacancies exist and seek qualified volunteers from Title 200. Employees will be selected in order of seniority by headquarters where it has been determined that Title 200 can release such volunteers.
- Company will apprise all potential volunteers of the impact of the temporary assignment and respond to any questions prior to the start of such assignment.
- Either party may cancel such assignment by serving a ten-day advance notice to the other.

Mr. David J. Bergman

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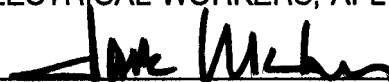
Either party may cancel this agreement by serving thirty-day written notice upon the other.

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 Union.

Very truly yours,

LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, AFL-CIO

By: _____



Jack McNally
Business Manager

The Company is in accord with the foregoing and attached and agrees thereto.

PACIFIC GAS & ELECTRIC COMPANY

By: _____



David J. Bergman
Director and Chief Negotiator

12-10-, 1997