



LETTER AGREEMENT NO. 97-46-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

March 10, 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:

As defined in Letter Agreement 97-04-PGE, impacted employees have been offered voluntary severance with resignation dates on or about March 17, 1997. Due to business and operational needs and the employees' desire to receive full retirement benefits, the Company is proposing resignation date extensions for employees who meet the following criteria:

- the employee has elected to participate in the Voluntary Severance Program;
- there is a business/operational need, *as determined solely by PG&E*, to extend the employee's resignation date;
- the employee volunteers to extend his/her resignation date; and
- the employee will qualify for retirement on or before December 31, 1997.

As with employees who are participating in the Voluntary Severance Incentive (VSI) Program, eligible employees who elect to participate in the VSI extension will not be able to revoke their decision to participate in the VSI Program.

The resignation date for employees covered under this Agreement will not extend beyond December 31, 1997. For the purposes of the VSI benefit calculation, the extension period will be counted as additional credited service.

This Letter Agreement is specific to the business situation described above and is non-precedential.

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.

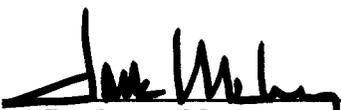
Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Chief Negotiator

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

March 10, 1997

By: 
Business Manager

P.O. Box 4790
Walnut Creek
CA 94596
3063 Citrus Circle
510 933.6060
FAX 510 933.0115

10 March 1997

Mr. David J. Bergman
Director and Chief Negotiator
Industrial Relations Department
Pacific Gas and Electric Company
375 North Wiget Lane, Suite #150
Walnut Creek, California 94598

RE: **Letter of Agreement 97-46-PGE**

Dear Mr. Bergman:

Enclosed please find one fully-executed copy of Letter of Agreement 97-46-PGE for your files.

This agreement is signed with the understanding that there will be no impact on the jobs that should be listed as Title 19 (19.2) options for employees displaced as a result of the move to West Sacramento or the reduction in work within the Payroll section.

Thank you for your cooperation in this matter.

Sincerely,


JACK McNALLY
Business Manager

:kmk
Enclosure

IBEW

International
Brotherhood of
Electrical
Workers, AFL-CIO

Jack McNally
Business Manager

Howard Stiefer
President