



# LETTER AGREEMENT NO. 98-25-PGE



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

April 1, 1998

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

Dear Mr. McNally:

Due to low call volume during the spring and summer months in the Company's four Call Centers, the Company has more CSR-scheduled work hours than call volume warrants. In previous years, the Company has been successful in seeking volunteers to work in local offices and has also offered time off without pay (T time), 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 urgent or substantial personal reasons (Leave of Absence-Call Center) for up to seven months through October 31, 1998. The Company will retain the right to grant leaves of absence based on staffing levels and projected call volume. Each Call Center will determine its ability to offer leaves of absence by classification and will consider volunteers by classification in order of seniority at that center.

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

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO

By:   
Business Manager

April 13, 1998