



LETTER AGREEMENT NO. R1-01-59-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

STEPHEN A. RAYBURN, DIRECTOR
AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN, BUSINESS MANAGER

November 7, 2001

CXL Superseded by LA 95-123

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

The company proposes to cancel and supersede Letter Agreement 95-123 with the following.

Humboldt Bay Power Plant has occasional need to hire additional radiation protection specialists. Because of the specialized nature of this work, it is sometimes difficult to attract workers for short term work assignments without the payment of per diem and reimbursement for travel expenses. Therefore, Company proposes to hire radiation protection specialists as temporary additional employees, under Section 106.12 of the Physical Agreement as necessary. The provisions of Section 4.1 of the Physical Agreement shall become applicable eight (8) days after employment. The provisions of Section 4.4 shall be exercised within five (5) calendar days from receipt of Union's request. Per diem and travel will be paid as follows:

Per Diem: \$75.00 per day provided that the employee meets the IRS per diem requirements.

Travel: two way travel to Humboldt Bay Power Plant from the employee's point of origin as follows:

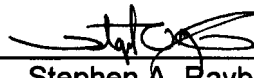
| Distance | Reimbursement |
|-------------------|---------------|
| < 75 miles | \$ 0 |
| 75 to 200 miles | 60 |
| 201 to 500 miles | 125 |
| 501 to 750 miles | 250 |
| 751 to 1000 miles | 350 |
| >1000 miles | 500 |

This agreement may be canceled by either party with at least 30 days written notice. The local IBEW Business Representative will be notified prior to exercising this Letter of Agreement.

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: 
Stephen A. Rayburn
Director and Chief Negotiator

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

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Nov 16, 2001

By: 
Perry Zimmerman
Business Manager