



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. R1-04-18-PGE

IBEW



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 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,
BUSINESS MANAGER

May 14, 2004

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

Company proposes to exempt the 25 employees on the attached list from the training and test requirements outlined in the Service Representative Training Program, as last amended by Letter Agreement 03-03. These employees were hired or awarded a Service Representative position at the Credit, Records and Collection Center in Stockton prior to the year 2000 and were not given an opportunity to attend the training. All of the employees are presently working as Service Representatives in Stockton or Sacramento and have demonstrated their ability to perform the duties of the job. They have extensive work experience in the Customer Services Department that qualifies them to perform the duties of Service Representative.

Company also proposes that any other employee who meets the criteria, however, was inadvertently excluded from the attached list be covered by this agreement.

It is understood that no employee will be negatively impacted without receiving the appropriate job related training.

Disputes concerning whether or not an employee received appropriate training are subject to the grievance procedure.

The information referenced above has been discussed with Assistant Business Manager, Dorothy Fortier and Business Representative, Arlene Edwards.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return on 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

By: _____

Perry Zimmerman
Business Manager

6-30

, 2004

Never CSR Trn'd-All

Never Received CSR Training							
Total #25							
Name	Original/ New	90-1999	Job	HIRE DATE	Date in SR Position	Location	Dept.
BRAND, JEANNE FRANCES	New	1990-1999	Service Rep	2/4/1991	1/1/1997	Stockton	Credit Dept
CUIZON, PEARL	New	1990-1999	Service Rep	6/25/1992	4/21/1997	Stockton	Credit Dept
DOYLE, STACIE	New	1990-1999	Service Rep	4/11/1994	9/4/1997	Stockton	Credit Dept
ESTLIN, KIMBERLY EDITH	New	1990-1999	Service Rep	3/18/1991	3/17/1997	Stockton	Credit Dept
GUERRERO, JANICE I	New	1990-1999	Service Rep	6/14/1994	9/29/1997	Stockton	Credit Dept
HARO, PAULA MARIE	New	1990-1999	Service Rep	8/13/1992	1/13/1994	Stockton	Credit Dept
HIDALGO, JOSEFINO C	New	1990-1999	Service Rep	4/8/1991	1/6/1997	Stockton	Credit Dept
LOO, CONNIE ANN	New	1990-1999	Service Rep	8/17/1992	8/17/1992	Stockton	Credit Dept
PHILLIPS, DENISE K	New	1990-1999	Service Rep	6/10/1992	3/20/1997	Stockton	Credit Dept
REYNOLDS, RUTH MARIE	New	1990-1999	Service Rep	4/25/1994	8/25/1997	Stockton	Credit Dept
SERRA, MONICA	New	1990-1999	Service Rep	1/23/1992	2/10/1997	Stockton	Credit Dept
WONG, DONALD	New	1990-1999	Service Rep	2/14/1983	10/28/1991	Stockton	Credit Dept
FRANTZ, ALMA ELVA	New	1990-1999	Service Rep	5/21/1990	6/9/1992	Stockton	Records Dept
HICKMAN, DOUGLAS RAYMOND	New	1990-1999	Service Rep	11/26/1973	10/13/1997	Stockton	Records Dept
Marshall (LOCK), YONA C	New	1990-1999	Service Rep	4/18/1989	2/26/1990	Stockton	Records Dept
MCCLOSKEY, GLENNDA J	New	1990-1999	Service Rep	6/15/1983	7/16/1990	Stockton	Records Dept
PACRING, JANET CABRERA	New	1990-1999	Service Rep	8/17/1992	7/30/1993	Stockton	Records Dept
ST MARTIN, VICKIE LYNNE	New	1990-1999	Service Rep	10/16/1991	12/4/1992	Stockton	Records Dept
18							
ARCHER, MARGARET M	New	Pre-1989	Service Rep	10/12/1987	1/2/1987	Stockton	Credit Dept
BAGALAYOS, JESSE D	New	Pre-1989	Service Rep	10/21/1974	10/3/1983	Stockton	Credit Dept
CRONAN, JEANETTE	New	Pre-1989	Service Rep-Sac	8/25/1975	2/1/1982	Sac	Records Dept
FISK, MARTIN	New	Pre-1989	Service Rep-Sac	10/5/1972	1/2/1981	Sac	Records Dept
GILLIS, FRANCES	New	Pre-1989	Service Rep-Sac	2/17/1969	11/13/1979	Sac	Records Dept
PARKER, KENNETH	New	Pre-1989	Service Rep-Sac	8/11/1970	5/15/1978	Sac	Records Dept
MADDOX, MOLLY ANN	New	Pre-1989	Service Rep	9/10/1973	7/3/1981	Stockton	Records Dept
7							
							Worked in SACCC