



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. R1-05-17-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 4, 2005

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

Dear Mr. Zimmerman:

In an effort to provide quality training, job opportunities, and a more stable workforce, the Company is proposing pursuant to Section 205.19 of the Agreement the following modification to job bidding, promotion, and transfers for the Electric T&D line of progression. This modification will enable the Company to open more journeyman positions in all areas and will stem the movement from the areas currently affected by high rates of vacancies.

After the effective date of this agreement, employees hired or bidding into the 1101 Apprentice Lineman classification will not have their bids considered under the provisions of Section 205.7 outside of their bidding area until they have completed the training program. The Apprentice Linemen who complete the training program will also be required to spend two years in the bidding area as a Lineman before their bids will be considered under the provision of Sections 205.7, 305.5 or 305.7 of the Agreement.

After the effective date of this agreement, employees hired, bidding into, or promoted into the 1107 - Apprentice Lineman GC will not have their bids considered under the provisions of Sections 205.7, 305.5 or 305.7 of the Agreement until they have been out of the training program for two years.

The 1101 and 1107 Apprentice Lineman will not have an opportunity to exercise their move under item G of the Division Master Apprenticeship Agreement outside of their bidding area.

Employees hired or placed into the GC Apprentice Lineman position after the effective date of this agreement will have their per diem eligibility treated as if they were hired prior to January 1, 1988 under the provisions of Section 301.3 of the Agreement. Once these employees are no longer under the provisions of this agreement, these employee will be under the provisions of Section 301.3 of the Agreement based on their hire date.

In return, the Company will commit to filling an increased number of journeyman Electric T&D vacancies outside the Bay Area. The Company will provide the Union a list of positions filled in the Electric T&D line of progression on a quarterly basis to ensure that the Company continues its commitment to fill vacancies outside the Bay Area.

Mr. Perry Zimmerman

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May 4, 2005
L/A R1-05-17-PGE

Either party may cancel this agreement by providing 60 days' written notice of cancellation.

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 Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By:



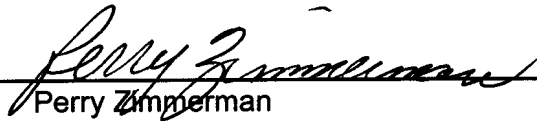
Stephen A. Rayburn
Director and Chief Negotiator

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

May 7, 2005

By:



Perry Zimmerman
Business Manager