



LETTER AGREEMENT NO. R1-95-159-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
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MAIL CODE P15A
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-3425

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, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

January 22, 1996

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:

Company proposes, under the provisions of Titles 202 and 208, to allow employees in the Support Services Unit at the Geysers Power Plant to perform prearranged clerical work at home on a six-month trial basis.

This proposal is being made to accommodate the Company's need to require occasional pre-arranged overtime while addressing employees' concerns about their safety while driving to and from this remote location when there are none or very few drivers on the road, outside their normal work hours. It would also create a situation that allows flexibility in scheduling the work at a time when it is convenient for the employee during their non-workdays while also addressing the business needs of the Company.

It is proposed that the following guidelines apply:

1. The provisions of 208.16 (Equal Distribution) will be followed.
2. Employees who do not have access to a computer would be given non-computer assignments or allowed to bring company equipment home. The use of the Company equipment will be in accordance to Company policy.
3. Prior to assignment, supervisor and employee will determine estimated time to complete project. Employees will need to document exact time he/she worked on assignment. Justification will need to be shown for time worked over the estimated time.
4. Employees may bring all necessary supplies home to work on assignment.

5. Employees who work their pre-arranged overtime at home will not be entitled to the provisions of Title 104 (Meals), 202.21 (Remote Reporting), 202.22/202.23 (Temporary Headquarters) or 208.13 (Minimum Pay).
6. Company will not reimburse employee for incidental expenses.
7. Company will not be responsible for any damage to employee's personal home computer equipment or home work area.
8. If an employee incurs an injury while working pre-arranged overtime at home, which directly relates to the pre-arranged overtime assignment, the employee will be required to leave a message on the supervisor's answering machine at or near the time that the injury occurred, Upon his/her return to work, a pink slip can be filed and the normal process of investigating a claim will take place.
9. An employee may choose to perform their prearranged overtime at their work location, if they so desire, or they may accept assignment and work at home.

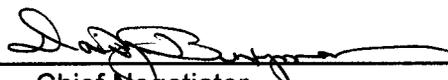
It is proposed that the trial period last for six months from the signing of this letter agreement and may be canceled at anytime prior to the six months by Company or Union upon 15 days' written notice.

This proposal has been reviewed with Business Representative Bob Choate.

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.

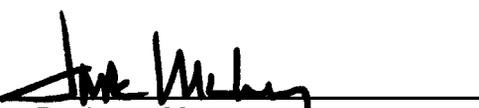
Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Chief Negotiator

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

Feb 9, 1996

By: 
Business Manager