



LETTER AGREEMENT NO. R1-98-67-PGE

IBEW



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

November 24, 1998

Local Union No. 1245
International Brotherhood of
Electric Workers, AFL-CIO
PO Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

The Company and Union have recently discussed the training of Electric T&D Apprentices and agree that some Title 200 and Title 300 Apprentice Linemen have not had an opportunity to be exposed to certain tasks on their regular crews due to a lack of that type of work in their area. The following guidelines are proposed for making temporary training assignments for designated tasks with a specific duration for Apprentice Linemen in Electric T&D Departments. The intent of this agreement is to keep training assignments away from the apprentice's designated headquarters as short as practical.

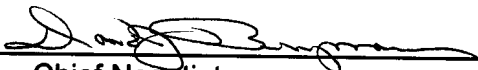
1. The Company may assign Title 200 Apprentices to Title 300 Crews and Title 300 Apprentices to Title 200 Crews for training purposes. These assignments will not be made to avoid the payment of overtime to the regular crew members or to rectify staffing deficiencies.
2. Title 200 Apprentices assigned to Title 300 shall work within the Title 200 Section of the Agreement during the assignment, including Titles 201 (Expenses) and Title 203 (Inclement Weather Practice). Title 300 Apprentices assigned to a Title 200 Crew will continue to be paid at the Title 300 wage rate and will continue to fall under the Title 300 working conditions.
3. Training assignments will be restricted to 50 miles or less from the existing headquarters. Employees will assume the schedule of the crew at the temporary headquarters. The Company and Union will continue to monitor the mileage limitation and agree to meet and discuss it further should it impact operations.

- 4. The specific training task and duration will be identified in writing and communicated to the Apprentice and Union Business Representative at least two weeks prior to the assignment. The Joint Apprenticeship & Training Committee will also be notified of all assignments and will be responsible for monitoring and tracking these assignments.
- 5. Any dispute regarding these assignments will be subject to the grievance procedure (Title 102) with the option of expedited referral to the Joint Apprenticeship & Training Committee for a recommendation of settlement.
- 6. Violation of the written notice provisions will be cause for canceling this letter agreement.
- 7. Either party may cancel this agreement by providing the other party 30 days written notice.

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 AND ELECTRIC COMPANY

By: 
Chief Negotiator

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

LOCAL UNION NO. 1245
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

Dec 21, 1998

By: 
Business Manager