



LETTER AGREEMENT

No. R2-91-60-PGE



Pacific Gas and Electric Company
Industrial Relations Department
215 Market Street
San Francisco, California 94106
[415] 973-1125

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

May 28, 1991

Pacific Gas and Electric Co.
215 Market Street, Room 916
San Francisco, CA 94106

**Attention: Mr. David J. Bergman
Director, Industrial Relations Dept.**

Gentlemen:

The following is as a result of meetings held between the Company and Union to identify the employees used to establish the employee count as of September 1, 1988, per Letter Agreement 88-104:

Employees counted:

1. employees on sick leave
2. probationary employees
3. part-time employees
4. full-time employees
5. employees in temporary additional positions
6. employees on temporary upgrade (shown in base classification)
7. employees on leave of absence (if returned by June 1990)

Employees not counted:

1. employees on workers compensation
2. summer hire employees
3. intermittent employees
4. employees on leave of absence (if not returned by June 1990)
5. employees identified as Temporary Relief with agreement by the Union on a case by case basis
6. employees on long-term disability

In order to assure that the provisions of Letter Agreement 88-104 are being complied with in the headquarters and system, a quarterly audit will be furnished to IBEW from the Company.

Mr. David J. Bergman
May 28, 1991

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The following are to be included in determining the status of Letter Agreement 88-104:

1. employees on sick leave
2. probationary employees
3. part-time employees
4. full-time employees
5. employees in temporary additional positions
6. employees on temporary upgrade (shown in base classification)
7. employees on leave of absence
8. employees on workers compensation

The following employees will not be counted:

1. employees in temporary additional status subsequent to 12/31/90,
(See Section 106.12 of the Physical Agreement)
2. intermittent employees
3. employees on long-term disability

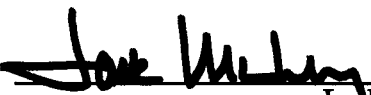
Company agrees to provide to the Union quarterly reports providing information as shown on the attached or modifications of the same if requested by the Union.

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 Union.

Very truly yours,

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

CIO


By: 

Jack McNally
Business Manager

The Company is in accord with the foregoing and agrees thereto.

PACIFIC GAS AND ELECTRIC COMPANY

June 12, 1991

By: 

David J. Bergman
Director of Industrial Relations

DM:lm