



LETTER AGREEMENT NO. 00-59-PGE



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 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

STEPHEN A. RAYBURN, DIRECTOR
AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

November 22, 2000

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

Dear Mr. McNally:

The ISTS 94-53 Committee discussed the benefits of clarifying the relationship of Title 200 and 300 employees within ISTS. The parties agreed that ISTS assignments to General Construction employees and ISTS Maintenance employees should remain separate and distinct. However, on an exception basis, agreement was reached to recommend that the following apply to Title 200 and 300 employees in the Information Systems Technology Services Group.

1. Sharing of equipment and tools and common assembly points and work locations is permissible.
2. On a limited and exception basis, Title 200 employees may be loaned to General Construction and vice versa. The Title 200 and 300 crews shall normally remain distinct, but may work side by side on the same project or job. Further, crews may be co-mingled on the same job where a need exists, but further limited to those situations that require specialized assistance (e.g. where one group has specialized tools/equipment that the other group does not have). Additionally, Title 200 and Title 300 ISTS employees may co-mingle when such is for providing training opportunities. It is not intended that the placement of an employee within a work group for training opportunities results in the employee performing production work while co-mingling. When the need for specialized assistance has been completed or the training opportunity has concluded, the co-mingling will be discontinued. Title 200 employees would continue to work under Title 200 provisions. Title 300 employees would continue to observe Title 300 provisions.
3. Title 200 clerical support shall normally come from Title 200 employees; Title 300 clerical support shall normally come from Title 300 employees. However, intermittent support on an exception basis may be made between the groups.

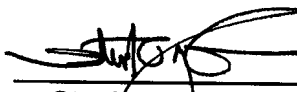
- 4. On occasion, T200 employees may be provided opportunities to take rotational assignments into management positions for the purpose of performing specific work. During the rotation, a temporary vacancy may need to be filled. If the 205.3 process does not result in the temporary vacancy being filled, then T300 employees may be loaned to T200 work groups for the purposes of filling those vacancies created by T200 employees on rotation. These T300 rotational assignments will be limited to 90 days with one (1) 90 day extension possible. Any extension of rotational assignment must be mutually agreed to at the local level by Company and Union. Full time of rotation is not to exceed 180 days. Title 300 employees would continue to observe Title 300 provisions while working with the T200 group.
- 5. Joint training, safety, and local Labor Management Committees are recommended.
- 6. This agreement does not modify the provisions of Sections 205, 206, 208, 212, 305, 306, and 308 of the Agreement.

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

Feb 15, 2000

By: 
 Jack McNally
 Business Manager