



# LETTER AGREEMENT NO. 03-36-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 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

---

STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,  
BUSINESS MANAGER

---

November 3, 2003

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

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

The Company and Union entered into Letter Agreement 01-50-PGE on September 27, 2001 to implement the Company's policy for Emergency Active Military Leave. In that letter agreement, the parties agreed that regular employees, who are ordered to Emergency Active Duty, would receive pay supplements equivalent to their base pay minus taxable wages received from the military for up to six months. Letter Agreement R1-02-07-PGE extends that pay supplement through October 2002; Letter Agreement 02-46-PGE extends it through April 2003; and Letter Agreement 03-13-PGE extends it through October 2003.

Some employees continue to be required to provide emergency military service under the terms of an executive order issued by the President of the United States: Executive Order (EO) 13223 of September 14, 2001, Declaration of National Emergency by Reason of Certain Terrorist Attacks (and its amendments). As a result, the Company proposes to amend Letter Agreements 01-50-PGE, R1-02-07-PGE, 02-46-PGE and 03-13-PGE to provide for the extension of the pay supplement for employees who continue to serve on emergency active military service as mandated under EO 13223 (and its amendments) until they have completed their service.

Letter Agreement 01-50-PGE also provides 18 months of continued medical, dental, and vision coverage to those regular employees (and their eligible dependents) who were ordered to active military service under the terms of EO 13223 (and its amendments) through April 2003. Letter Agreement 03-13-PGE extends the term of that coverage through October 2003. The Company proposes to amend Letter Agreements 01-50-PGE and 03-13-PGE to provide continued medical, dental and vision coverage for regular employees (and their eligible dependents) who continue to serve on emergency active military service as mandated under EO 13223 (and its amendments) until they have completed their service.

As part of these proposed amendments, the Company will have the sole discretion to determine whether an employee's military orders fall under the definition of "emergency active military service" as defined under EO 13223 (and its amendments). The Company also reserves the right to amend, modify or terminate the pay supplement and benefits treatment described above at any time, subject to a 30-day notice.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return on 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

 \_\_\_\_\_, 2003

By:   
\_\_\_\_\_  
Perry Zimmerman  
Business Manager