



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 04-02-PGE

IBEW



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 RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN
BUSINESS MANAGER

January 15, 2004

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95687

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

The Company proposes to pilot, for a period not exceeding three months, an intranet-based overtime sign-up and tracking system and procedure for Sacramento Call Center Employees.

This proposed modification to implement an intranet-based system will temporarily replace the existing requirement in Letter Agreement 94-101 for posting weekly pre-arranged and emergency overtime on the bulletin board. For the period of this pilot, weekly sign-up sheets will be available to all employees via the intranet. The time period for posting the sign-up sheets will remain Monday a.m. through 5:00 p.m. Wednesday for the following week's overtime assignments. Year-to-date overtime hours by employee will continue to be posted on the bulletin board for employee review. Upon completion of the pilot, the Company and the Union will review the merit of implementing this procedure on a regular basis.

Letter Agreement 94-101 remains the primary guidelines for administering overtime within the Sacramento Call Center.

This proposal has been reviewed and agreed to by local Business Representative, Arlene Edwards.

Company and Union reserve the right to cancel this agreement by giving 30 days' written notice. 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: _____

Stephen A. Rayburn
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

By: _____

Perry Zimmerman
Perry Zimmerman
Business Manager

Jan 21, _____, 2004