



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 04-23-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

STEVE RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,
BUSINESS MANAGER

April 6, 2004

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

Attention: Mr. Perry Zimmerman, Business Manager

In accordance with Subsection 202.16(b) and Section 212.10 of the Physical Agreement, and Letter Agreement 93-97, the Company proposes to modify the work and on-call schedules of the two Troublemens in the Lakeport Headquarters. Due to the outage history in this area, it is important to the needs of the Company that a Troublemans be on duty on both Saturday and Sunday to respond in a timely manner to outages. The Troublemens in Lakeport have been on a Monday – Friday 8-hour work schedule.

Company is proposing the following schedule with all other provisions of L/A 93-97-PGE applicable. Employees will work a modified 9/80 schedule, 0730 - 1700 with one-half hour for lunch. The two (2) week sample schedule below will repeat itself throughout the year. This schedule will commence upon agreement between Company and Union and after Payroll has established appropriate practices in administering the agreement.

	S	M	T	W	T	F	S	S	M	T	W	T	F	S
T-man A	8	O	O	9	9	O	O	O	9	9	9	9	9	9
T-man B	O	9	9	9	9	9	9	8	O	O	9	9	O	O

8/9 =	Hours to be worked
O =	Off

CALL-OUT ROTATION

In addition to the change in work schedule above, and in accordance with Section 212.10, the Troublemens will be on call for 7 days in a row, with on call commencing at 1700 on Monday and ending at 0730 the following Monday.

CANCELLATION

Either the Union or the Company reserve the right to cancel this letter of agreement by giving 15 days written notice.

Company has discussed this Letter of Agreement with IBEW Business Representative, Rich Cowart.

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

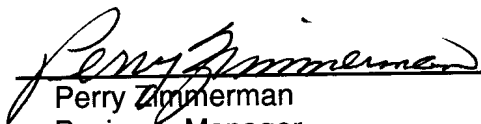
By: 

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

5-18, 2004

By: 

Perry Zimmerman
Business Manager