



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. 05-68-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 A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,  
BUSINESS MANAGER

December 15, 2005

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

Dear Mr. Zimmerman:

In conjunction with the Company's "Business Transformation," employees identified by the Union participated on teams for the design phase of the Business Transformation Initiatives. These teams met in San Francisco and the initial assignments were from November 7, 2005 through December 16, 2005. Due to the unusual nature of this project, the parties entered into Letter Agreement R1-05-63 for employee-related expenses during this assignment.

Many employees will continue on their assignments to complete the design phase and move into the implementation phase of the Initiatives. Therefore, the Company proposes to extend the provisions of Letter Agreement R1-05-63. These provisions will expire at the end of the Initiative Team assignments which will be determined by the Company and are not intended to set precedent.

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

Jan 20, 200~~5~~<sup>6</sup>

By: \_\_\_\_\_

Perry Zimmerman  
Business Manager