



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 06-40-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

TOM DALZELL,
BUSINESS MANAGER

August 9, 2006

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

Dear Mr. Dalzell:

The Company proposes a modified Customer Service Representative Training Program for employees to meet the qualifications required to continue to hold the Service Representative classification. Many of these employees (approximately 70) were hired or awarded Service Representative positions at the Stockton Credit, Records and Collection Center following the decision in Pre-Review Committee No. 15773 which required filling a number of regular vacancies. All of the employees in question are Service Representatives in Stockton and have demonstrated their ability to perform the duties of the job.

Prior experience with the method of training and testing proved successful. Therefore, Company proposes to prepare this population to take the agreed-to Service Representative test and provide one "no count" attempt to pass the exam. The test preparation process will provide the employees listed on the attached with the following:

- 4-Hour Facilitated Study Session
- A Study Guide and review of the materials
- 2-Week Independent Study Time
- Pre-test Q&A Session

The CSR examination will be administered by qualified and experienced trainers following the steps listed above.

Employees who successfully complete the test will be coded as qualified Service Representatives.

Employees who fail to attain a passing score of 72.6% will be given an opportunity to retest and afforded contractual rights as described in Exhibit A and other applicable provisions of the Clerical Agreement. However, they will be required to take and pass a modified version of the Service Representative Training Program, covering the material outlined below. Employees will only be tested on material covered in the modified training program.

Records Employees

- ½ day for Customer Contact Training
 - 1½ days of Billing and Rates
 - 2 days of Gas and Electric Service
 - 2 days Start/Stop
 - 2½ days of Credit and Collections
 - ½ day for CSR exam review
 - 1 day for exam
- Total – 10 days

Company also proposes that any other employee who meets the criteria, however, was inadvertently excluded from the attached list be covered by this agreement.

It is understood that no employee will be negatively impacted without receiving the appropriate job related training.

The information referenced above has been discussed Business Representatives Arlene Edwards and Debbie Mazzanti.

Disputes concerning the administration of the modified training program or the administration of the test are subject to the grievance procedure.

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
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

18 Sept 2006, 2006

By: Tom Dalzell
Tom Dalzell
Business Manager

Hire Dt	Fname	Lname	Original Date Tagged	Job Award Date
17-Sep-01	KIMBERLY	BARNETT	2/18/2003	1/17/2006
17-Sep-01	MELISSA	PITCHFORD	2/19/2003	1/17/2006
02-Oct-01	ANGIE J	MONROE	2/19/2003	1/17/2006
02-Oct-01	MYRA E	CLAYTON	3/3/2003	1/17/2006
17-Sep-01	ANDREA	GUERRERO	5/5/2003	1/17/2006
11-Oct-01	JAHARI	WILLIAMS	5/12/2003	1/17/2006
15-Oct-01	SUZANNE	BETZ	5/12/2003	1/17/2006
10-Sep-01	ANTHONY	BENSON	5/20/2003	1/17/2006
10-Sep-01	STEPHANIE	GUTIERREZ	5/20/2003	1/17/2006
17-Sep-01	MARY	OLIVA	5/20/2003	1/17/2006
17-Sep-01	VICTORIA	NEVAREZ	5/20/2003	1/17/2006
03-Dec-01	CHARLA	PAIGE	8/4/2003	1/17/2006
28-Mar-02	LISA	CLAWSON	8/4/2003	1/17/2006
25-Nov-02	JOYCE	HOCKER	8/4/2003	1/17/2006
22-Oct-01	KRISTI	PORRAS	8/13/2003	1/17/2006
03-Jan-02	AUTUMN	BASSARD	8/13/2003	1/17/2006
22-Jan-02	YVONNE	NARANJO	8/13/2003	1/17/2006
18-Apr-02	RACHEL	RAMIREZ	8/13/2003	1/17/2006
20-Aug-02	GRETCHEN	BRITT	8/13/2003	1/17/2006
10-Sep-01	AURORA	MARTINEZ	10/20/2003	1/17/2006
02-Oct-01	ANGEL L	GARCIA	10/20/2003	1/17/2006
10-Apr-02	PATRICIA	LOPEZ	10/20/2003	1/17/2006
13-Jun-02	SANDRA	DUNN	10/20/2003	1/17/2006
03-Dec-02	PRISCILLA	SALDUA	10/20/2003	1/17/2006
10-Mar-03	JAMES	MUSGROVE	10/20/2003	1/17/2006
24-Mar-03	ADELINE	PALACIO	10/20/2003	1/17/2006
20-May-03	JACKY	GARRIDO	10/20/2003	1/17/2006
14-Jan-02	JENNIFER	WOOD	10/27/2003	1/17/2006
02-Apr-02	TRACI	GUZMAN	12/2/2003	1/17/2006
25-Jun-02	AMBER	CORDEIRO	1/1/2004	1/17/2006
29-Jan-88	KINDAL ROBERT	JUSTIS	1/16/2004	3/14/2005
07-Mar-02	DIANA	SPEARE	1/26/2004	1/17/2006
09-Aug-01	BRANDIE	JAMES	2/2/2004	1/17/2006
03-Jun-03	HEATHER	OSHIMA	2/2/2004	1/17/2006
04-Jun-03	TINA	ARBANASIN	2/2/2004	1/17/2006
09-Jun-03	LAVONIA	DUNCAN	2/2/2004	1/17/2006
04-Aug-03	NICOLE	WEBB	3/1/2004	1/17/2006
16-Jul-03	JACLIN D	QUINTERO	3/8/2004	1/17/2006
25-Jul-03	DANA	GOODWILL	3/8/2004	1/17/2006
31-Jul-03	AMY	LAJEUNESSE	3/8/2004	1/17/2006
14-Jul-03	THOMAS J	SAMANIEGO	3/15/2004	1/17/2006
30-Jul-03	KAREN	GOULARTE	3/15/2004	1/17/2006
01-Jul-02	MANUEL G	GUZMAN	4/26/2004	1/17/2006
11-Mar-03	MELISSA	AP'E	4/27/2004	1/17/2006
09-Jul-02	LAURA	ARROYO	5/3/2004	1/17/2006
09-Dec-02	LUCIO A	VILLARREAL	6/21/2004	1/17/2006
27-Mar-03	MEGAN	CASTILLO (1)	6/21/2004	1/17/2006
11-Mar-02	ANTHONY	MOSS II	8/16/2004	1/17/2006
05-Aug-03	ELIZABETH	ZULUETA	8/16/2004	1/17/2006
02-Oct-01	MARIA D	SISNEROZ	8/27/2004	1/17/2006

10-Sep-01	SONIA	NARANJO	10/4/2004	1/17/2006
12-Mar-03	ALISHA	SANDOVAL	10/5/2004	1/17/2006
10-Sep-01	ANITRA	BROWN	10/18/2004	1/17/2006
19-Nov-02	REBECCA	BANYASZ	11/8/2004	1/17/2006
19-Mar-01	JAMIE P	GUTIERREZ	11/30/2004	1/23/2006
10-Jun-03	PEARL	JEUNG	12/13/2004	1/17/2006
28-Jul-03	ELENA	ARREOLA	3/1/2005	1/17/2006
01-Aug-03	SALLY	CAMPBELL	3/1/2005	1/17/2006
02-Oct-01	TANYA M	BANES	5/2/2005	1/17/2006
02-Jan-02	ANGELINA LEIGH	TERRY	5/10/2005	1/17/2006
29-Jul-03	KATHERINE	DOHRING	7/12/2005	1/17/2006
20-Aug-01	VANESSA	VAN RAUB-	1/17/2006	1/17/2006
10-Sep-01	MARILYN	SELFAISON	1/17/2006	1/17/2006
12-Nov-02	KRISTI	BLANSON	1/17/2006	1/17/2006
15-Jul-03	PATRICIA D	WRIGHT	1/17/2006	1/17/2006
05-Sep-02	DIANA MARIE	BUCKMAN	Daily upgrade 2005	1/30/2006
10-Sep-01	CAROL	DICKENS	Daily upgrade 2005	1/17/2006