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PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

January 4, 1971

Local Union No. 1245, International
Brotherhood of Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

Submitted below is Company's understanding of an oral agreement reached between Company and Union during the recent negotiations.

Employees on Union's General Negotiating Committee, Union's Review Committee, Union's Executive Board, Union's Advisory Council, Union's Safety Committee, and employees who are Union Officers or are engaged in group meetings relative to negotiations or special meetings with Company, when absent from work at Union's request and with Company's permission, to perform duties pertaining to official Union business and its relationship with Company, shall be carried on Company's payroll and shall be paid by Company as if they had not been absent from their regularly assigned jobs. This will enable such employees to continue their contributions to the Company's Retirement and Savings Fund Plans, to receive the benefits of Company's contributions to said Plans, and to accrue seniority. However, Union will be billed for the time these employees spend away from their regularly assigned jobs and shall reimburse Company for said time.

The parties hereto hereby recognize and agree that time spent by an employee in the performance of the above-described Union duties shall not be considered to be within the course and scope of such employee's employment with Company.

A leave of absence granted under the provisions of Section 101.6 of the Physical Agreement and Section 6.6 of the Clerical agreement shall continue to be administered as in the past and shall not be affected by this agreement.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *M. Bonbright*
Manager of Industrial Relations

Union is in accord with the foregoing and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By *Ronald T. Weakley*
Business Manager

January 8 1971