

PACIFIC GAS AND ELECTRIC COMPANY

PGE

245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

May 2, 1977

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

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

Reference is made to our prior letter agreements dated October 17, 1962, as amended July 1, 1966, and January 1, 1971. The subject of those letters concerned employees of Company who were absent at Union's request because of their activities as its officers or members of its Executive Committee, Advisory Committee, Safety Committee, Labor Management Committee, or the Review Committee, or are engaged in group meetings relative to negotiations or special committees established thereto. This letter agreement will supersede that previous understanding.

Employees who are absent from work at Union's request with Company's permission for short or intermittent periods of time for the purposes stated above, shall be paid by Company at their present classification wage rates. Such payment shall be advanced as "Union wages." Further, during such time, such employees will be considered as employees of Union for all employment purposes set forth in the Workers' Compensation and Insurance Chapter of the California Labor Code.

In return, Union shall reimburse Company for any such wages advanced to an employee pursuant to the provisions herein and the added cost to Company of replacing such employee, if any.

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 *W. D. Wright*
 Manager of Industrial Relations

The 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

July 6, 1977

By *L. L. Mitchell*
 Business Manager