

PACIFIC GAS AND ELECTRIC COMPANY

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

March 8, 1982

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

Attention: Mr. Jack McNally, Business Manager
Re: Rental Agreement

Gentlemen:

Pursuant to discussions with Mr. Foss and Ms. Gwinn, we are attaching and incorporating herein an agreed-to Rental Agreement.

At the same time, the parties agreed to the following rental charges:

<u>Present Rate</u>	<u>1982 Rate</u>	<u>1984 Rate</u>
\$20.00	\$25.00	\$30.00
25.00	30.00	35.00
30.00	37.50	45.00
35.00	42.50	50.00
40.00	47.50	55.00
45.00	55.00	65.00
50.00	60.00	70.00

If you are in accord with the foregoing and the attachment 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 
Manager of Industrial Relations

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

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

April 21, 1982

By 
Business Manager

RENTAL AGREEMENT

PACIFIC GAS AND ELECTRIC COMPANY (hereinafter "Employer") rents to _____, (hereinafter "Employee") a Company-owned residence at _____, California identified as _____ on the following terms and conditions:

I

This Rental Agreement (hereinafter "Agreement") shall be effective on _____, 19__.

II RENT

Employee shall pay to Employer \$ _____ each month that this Agreement is in effect as the rental fee for the residence. Pursuant to Section 224, California Labor Code, this Agreement shall serve as authorization for Employer to deduct the rental fee from Employee's wages. The deduction shall be made from the Employee's first paycheck of each month that this Agreement is in effect.

The rental fee after January 1, 1984, may change from time to time as a result of negotiations between Local Union 1245, IBEW and employer.

III USE

The rented residence shall be used by Employee only as a single family residence in accordance with the current "Rules for Employees Occupying Company-Owned Cottages". A copy of the current rules are attached and incorporated in this Agreement. Additional copies may be obtained from Employee's supervisor.

The current rules may change from time to time as a result of negotiations and agreement between Local Union 1245, IBEW, and employer. Em-

employees will be notified of such changes and copies of the revised rules will be furnished to employee.

IV INSPECTION/REPAIR

Pursuant to the provisions of Section 1954 of the Civil Code of California, Employer may make periodic inspections of the residence. Except for emergencies, Employee will be notified in writing twenty-four hours in advance of such inspection. Except for emergencies, Employer may make necessary repairs to the residence or other buildings on the property that do not involve entry into the residence with 24 hours notice in advance.

Except for emergencies, when Employer intends to make necessary repairs or agreed modifications inside the residence the Employer shall endeavor to schedule such work at a time convenient to Employee; but in any event not within twenty-four hours following notice to Employee.

V DISPUTE RESOLUTION

Should any dispute arise as to the application or meaning of this Agreement, the dispute shall be resolved by means of the grievance procedure found in the collective bargaining agreement between the Employer and IBEW Local 1245. If there is a breach of this Agreement, the grievance procedure including the arbitration level shall provide a just and equitable remedy.

VI TERMINATION

This Agreement shall terminate on any one of the following conditions: (1) the Employee's active service is terminated, (2) Employee's reassignment to a different headquarters, unless mutually agreed otherwise, (3) when the Employee has substantially breached any condition contained herein or, (4) the last day of the month in which Employee vacates the residence.

3/

Following termination of this Agreement for any of the reasons set forth in Paragraph VI, Item 1, 2 or 3 above, Employee shall vacate the property within 30 calendar days.

Executed on _____, 19__ at _____,
California.

PACIFIC GAS AND ELECTRIC COMPANY

By _____
OWNER

BY _____
EMPLOYEE

RULES FOR EMPLOYEES OCCUPYING COMPANY-OWNED COTTAGES

The Company endeavors to maintain these buildings and grounds in a safe, clean, and appealing manner and expects the occupants to cooperate in this endeavor.

Changes to the premises or grounds are not permitted without the consent of your supervisor. Such changes include, but are not limited to: structural, plumbing, electrical, painting, repairs, additions, benches, shelves, walkways, bridges, cutting of trees, and installation of TV antennas.

The consent of the supervisor shall reasonably be granted as the above rule is not designed to prevent maintenance or improvements, but rather to control it.

Certain safety precautions must be observed: Installation of Ashley stoves is not permitted under any circumstances. State Department of Forestry regulations must be observed at all times. Copies of these regulations are available from your supervisor.

Grounds and storage areas are expected to be kept neat and orderly. Reasonable security precautions shall be taken to assure that Company property and equipment is not stolen. Where locked enclosures are provided, Company material and equipment shall be kept under lock and key at all times when the premises are unattended.

Family pets will be allowed and shall at all times be kept under control of the pet's owner. Raising of livestock, fowl, or other animals is not permitted on PGandE property; except with permission of Employer.

Any expense incurred by PGandE to restore the unit to its original rental condition, except normal wear and tear, will be at the Employee's expense if the Employee has failed to make the necessary repairs.