Pacific Gas and Electric Company   215 Market Street
San Francisco, CA 94106
415/972-7000

October 10, 1989

PG&E

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

          Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Section 202.16 of the Physical Agreement, Company proposes to
establish a 12-hour rotating shift schedule for Pressure Operators at the
San Jose Gas Load Center. This specific agreement will be in accordance
with the generic 12-hour shift agreement (R2-86-89-PGE) with the exception
of the areas noted below. The pay factor for the San Jose Gas Load Center
will be .9677419 based upon a six-week cycle.

SHIFT SCHEDULE

Attached as Exhibit 1 is the proposed shift schedule for the San Jose Gas
Load Center. The shift schedule also outlines the starting time for each
shift. The night shift will end at 7:00 a.m. on the day indicated on the
work schedule. The day shift will start at 7:00 a.m. on the day indicated
on the work schedule.

RELIEF EMPLOYEES

Relief employee(s) will be utilized within the 12-hour shift schedule, only
when relieving for Pressure Operators on shift. When not relieving, they
will work 7 a.m. to 3 p.m.

WAGES

Exhibit 2 outlines the wage schedule for the Pressure Operators and Relief
Pressure Operator(s) at the San Jose Gas Load Center. The pay factor for
San Jose is .9677419 based upon a six-week pay cycle.

Eight hours of overtime in a 48-hour week will be referred to as code "X"
overtime and will be paid at time-and-one-half the adjusted hourly rate.
The adjusted hourly rate is determined by multiplying the current hourly
rate by a factor of .9677419. All paid time off in a 48-hour week will not
reduce the overtime entitlement.

All hours in excess of 36 hours in a 36-hour week and 48 hours in a 48-hour
week will be considered code "1" overtime and will be paid at the
appropriate wage rate listed in Exhibit X.

HOLIDAYS

The six holidays which the employees elected to observe are as follows:
Memorial Day, July 4th, Thanksgiving, day after Thanksgiving, Christmas,
and New Year's Day.

The agreement will continue in force until such time either party gives the
other 30 days notice of cancellation.

If you are in accord with the foregoing and attachments and agree thereto,
please so indicate in the space provided below and return one executed copy
of this letter to the Company.

                              Yours very truly,

                              PACIFIC GAS AND ELECTRIC COMPANY

                              By _Richard B. Bradford /CFP____
                                    Manager of Industrial Relations

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

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

_____, 1989   By_____
                                    Business Manager

:nj

EXHIBIT 1

																	JERRY	BILL	JOHN	BARRY	
SUN		15	26	9	21	2	13	24	5	17					SUN	N	D	X	X	
MON		16	27	10	22	3	14	25	6	18					MON	X	D	X	N	
TUE		17	28	11	23	4	15	26	7	19					TUE	X	D	X	N	
WED		18	MAR.	12	24	5	16	27	8	20					WED	D	X	X	N	
THU		19	2	13	25	6	17	28	9	21					THU	D	X	N	X	
FRI		20	3	14	26	7	18	29	10	22					FRI	D	X	N	X	
SAT		21	4	15	27	8	19	30	11	23					SAT	X	X	N	D	
SUN		22	5	16	28	9	20	OCT.	12	24					SUN	X	X	N	D	
MON		23	6	17	29	10	21	2	13	25					MON	N	X	X	D	
TUE		24	7	18	30	11	22	3	14	26					TUE	N	X	X	D	
WED		25	8	19	31	12	23	4	15	27					WED	N	X	D	X	
THU		26	9	20	JUN.	13	24	5	16	28					THU	X	N	D	X	
FRI		27	10	21	2	14	25	6	17	29					FRI	X	N	D	X	
SAT		28	11	22	3	15	26	7	18	30					SAT	D	N	X	X	
SUN		29	12	23	4	16	27	8	19	31					SUN	D	N	X	X	
MON		30	13	24	5	17	28	9	20	JAN					MON	D	X	N	X	
TUE		31	14	25	6	18	29	10	21	2					TUE	D	X	N	X	
WED		FEB.	15	26	7	19	30	11	22	3					WED	X	X	N	X	D
THU		2	16	27	8	20	31	12	23	4					THU	X	D	X	N	
FRI		3	17	28	9	21	SEP	13	24	5					FRI	X	D	X	N	
SAT		4	18	29	10	22	2	14	25	6					SAT	X	X	D	N	
SUN		5	19	30	11	23	3	15	26	7					SUN	X	X	D	N	
MON		6	20	MAY.	12	24	4	16	27	8					MON	X	N	D	X	
TUE		7	21	2	13	25	5	17	28	9					TUE	X	N	D	X	
WED		8	22	3	14	26	6	18	29	10					WED	X	N	X	X	D
THU		9	23	4	15	27	7	19	30	11					THU	N	X	X	D	
FRI		10	24	5	16	28	8	20	DEC.	12					FRI	N	X	X	D	
SAT		11	25	6	17	29	9	21	2	13					SAT	N	D	X	X	
SUN	JAN.	12	26	7	18	30	10	22	3	14					SUN	N	D	X	X	
MON	2	13	27	8	19	31	11	23	4	15					MON	X	D	X	N	
TUE	3	14	28	9	20	AUG.	12	24	5	16					TUE	X	D	X	N	
WED	4	15	29	10	21	2	13	25	6	17					WED	X	X	X	N	D
THU	5	16	30	11	22	3	14	26	7	18					THU	D	X	N	X	
FRI	6	17	31	12	23	4	15	27	8	19					FRI	D	X	N	X	
SAT	7	18	APR.	13	24	5	16	28	9	20					SAT	X	X	N	D	
SUN	8	19	2	14	25	6	17	29	10	21					SUN	X	X	N	D	
MON	9	20	3	15	26	7	18	30	11	22					MON	X	N	X	D	
TUE	10	21	4	16	27	8	19	31	12	23					TUE	X	N	X	D	
WED	11	22	5	17	28	9	20	NOV.	13	24					WED	X	N	X	X	D
THU	12	23	6	18	29	10	21	2	14	25					THU	N	X	D	X	
FRI	13	24	7	19	30	11	22	3	15	26					FRI	N	X	D	X	
SAT	14	25	8	20	JUL.	12	23	4	16	27					SAT	N	D	X	X	

Exhibit 2

SAN JOSE GAS LOAD CENTER TWELVE HOUR SHIFT WAGE SCHEDULE

Existing Schedule and Wages: Twelve Hour Schedule and Wages

Week	Hrs Wkd	S/T Pay Eqv.		Week	Hrs Wkd	S/T Pay Eqv.
1	40	40		1	48	52 [40 + (8 @ 1.5)]
2	40	40		2	48	52
3	40	40		3	36	36
4	40	40		4	36	36
5	40	40		5	36	36
6	40	40		6	36	36

Total hrs in S/T pay: 240   Total hrs in S/T pay: 248

The adjusted hourly rate is determined by dividing 240, the number of compensable hours in a current 6 week cycle, by 248, the number of hours of compensation in the new schedule, multiplied by the current hourly rate:

Pressure Operator weekly rate from Exhibit X: $738.00
Pressure Operator hourly rate: $738.00/40 = $18.45
240/248 = .9677419 (Conversion Factor)
.9677419 x $18.45 = $17.85484 (12 hour shift hourly rate)

Therefore, pay is determined by multiplying all scheduled work hours, including time-and-one-half (overtime) for hours exceeding 40 in the 48 hour week, by the 12 hour shift hourly rate:

240 x $18.45   = $4428.00
248 x $17.85484 = $4428.00

Therefore, the San Jose Gas Load Center Wage Schedule is as follows:

CODE	CLASS	PROG	40 HR REFER RATE	12 HR SHIFT RATE
1723	Press Op	Start	$674.75	$652.98
		6 mo.	700.80	678.19
		1 yr.	718.35	695.18
		18 mo.	738.00	714.19