



LETTER AGREEMENT No.



91-125-PGE

Pacific Gas and Electric Company
Industrial Relations Department
215 Market Street
San Francisco, California 94106
[415] 973-1125

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

August 12, 1991

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

On May 17th, 1991, Pacific Gas and Electric Company employees assigned to the Santa Ynez Valley Service Center completed 250,000 man-hours without a lost time injury. The employees in this headquarters have worked for over 6 years to accomplish this record. This achievement is a record for our organization. This is an exceptional accomplishment which the Company proposes to recognize with a fishing trip, the cost of which will be approximately \$130 per employee. Since this amount exceeds limitations currently under discussion by the parties for a generic agreement, this proposal is made for your consideration.

It is our understanding that this proposal has been discussed with Union Business Representative Mike Haentjens.

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,

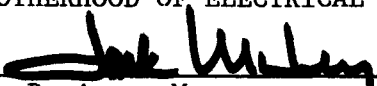
PACIFIC GAS AND ELECTRIC COMPANY

By 
Director and Chief Negotiator

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

Aug 26, 1991

By 
Business Manager