



LETTER AGREEMENT No.



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

91-143-PGE

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

September 6, 1991

Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Company proposes to establish generic guidelines on the use of vanpools throughout the Distribution Business Unit.

- 1) Company will determine number of spaces available and ask for volunteers.
- 2) If there are more volunteers than spaces, the employees who have volunteered will determine the method for determining who will become riders in the vanpool. All volunteers (IBEW bargaining-unit employees, ESC bargaining-unit employees, non-bargaining unit employees and management employees) will be included in determining who will ride in the vanpool. Only PG&E employees may volunteer and ride in the Company-owned vans. Vans are not to be used for personal business.
- 3) Riders may be selected by lottery, seniority or any other method agreed upon by the volunteers. Determining what method will be used to select riders will be done by a majority vote of the volunteers. The decision to rotate riders will be made by the volunteers.
- 4) Selected riders will participate in developing logical, cost-effective routes. The riders, with the approval of the Company, will determine who will be responsible to drive. The driving responsibilities may be rotated or set with one rider, as long as the needs of the group are met. Other operational issues or logistics (smoking, music, pick up times, etc.) to be determined by the riders, subject to consent by the Company. Employees selected to drive must meet all State of California driver's licensing regulations and qualifications.

- 5) A reasonable charge to employees will be determined by the Company using the attached formula. The actual amounts used in the formula will be specific to the van, number of annual miles driven, number of riders, type of fuel, etc. The formula will be periodically reviewed by the Company and is subject to modification, at the Company's discretion.
- 6) Employees not participating in the vanpool will not receive any alternative benefit.

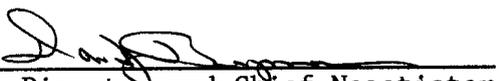
Local agreements are to be signed by the Union's local Business Representative and Company's local Human Resources Manager.

Either party has the right to cancel this agreement by giving 30 days written notice.

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 
Director and Chief Negotiator

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

Dec 30, 1991

By 
Business Manager

Vanpool Rider Charge
Formula

(8/15/91)

CAPITAL

Van Cost \$18,000-28,000 (8-15 passenger)
Van life 6-10 years (gasoline vs. CNG powered)
(assuming van life of 150,000 miles)

MAINTENANCE

Annual expense (includes tires, oil, spark plugs, cleaning, etc.)
\$1000 (assuming van travels 100 miles per day)

OPERATING

12 miles per gallon at \$.70 per gallon (estimate for CNG, alternate figures necessary for gasoline powered vans.)

FORMULA (example)

\$20,000 [annual amount] divided by 12 [riders] divided by 12 [months] = capital expense per month.

\$1000 divided by 12 [months] divided by 12 [riders] = maintenance expense per month.

miles per month (average 22 days per month *) divided by 12 miles per gallon = # of gallons of fuel per month X \$.70 per gallon = number of gallons per month divided by # of riders = operating expense per month.

* five days per week @ 52 weeks per year =260 days divided by 12 months = 21.6 or 22 days per month average.

Example:

\$20,000 divided by 10 years= \$2000 year divided by 12 months = \$167 per month divided by 12 riders = \$13.92 per rider per month.

\$1000 per year divided by 12 months = \$83 per month divided by 12 riders = \$6.92 per month per rider.

If a daily round trip commute is 50 miles per day, at 22 days per month = 1100 miles per month divided by 12 miles per gallon = 92 gallons of fuel per month @ \$.70 per gallon = \$64.40 cost of fuel per month divided by 12 riders = \$5.37 per rider per month.

| | | |
|-------------|---------|--|
| CAPITAL | \$13.92 | |
| MAINTENANCE | \$ 6.92 | |
| OPERATING | \$ 5.37 | = \$26.21 per rider per month for 12 passenger van traveling 50 miles per day. |

\$1.19 per day per rider.

Actual figures for the formula will need to be determined based on the actual costs for each van. I.e., actual cost of van, actual cost of fuel, actual miles per gallon for the vehicle, etc.