



LETTER AGREEMENT

No. 92-39-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

March 23, 1992

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:

This letter agreement formalizes an existing practice pertaining to Union Leaves of Absence. There has been a long standing practice involving a procedure developed between the Parties to facilitate the resignation of employees from a Union Leave of Absence who intend to work for Local 1245. Sections 101.6 and 6.6 of the Physical and Clerical Agreements provide that employees may be absent for up to 36 months for Union Business and that upon their return may elect to displace another employee. In order to avoid the disruption caused by the temporary return of such an employee prior to resigning in order to bridge service and update his/her rate of pay for pension purposes, the practice has been to allow the employee to return, on paper, for one day. Such returns have been by granting the employee the day off, with permission without pay, or having the employee take a vacation day.

Because this practice has never been formally agreed to by the Parties, Company proposes to formalize the practice outlined above in order to avoid any lack of consistency which may occur in the treatment of such former employees when they are processed for retirement.

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 the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

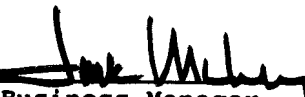
By 

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

 , 1992

By 

Business Manager