



LETTER AGREEMENT NO. 96-75-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
375 NORTH WIGET LANE, SUITE 150
WALNUT CREEK, CALIFORNIA 94598
(510) 746-4282

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

August 9, 1996

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

The CES 94-53 Meter Reader Committee has been discussing the impact of Automated Meter Reading (AMR) on the Meter Reader work force. The committee has recommended that the Company maximize placement opportunities for Meter Readers to minimize the disruption to the work force from ongoing waves of Title 19 displacements that are expected as AMR implementation spreads through the service territory. The committee has specifically proposed the following special provisions, pursuant to Section 18.17 of the Clerical Agreement.

The Company's right to fill one half of entry-level positions by unrestricted appointment as provided in Subsections 18.5(b) of the Clerical Agreement will be temporarily modified effective the date this agreement is signed by both parties. During the term of this agreement, Company will select the qualified Meter Reader with the most seniority on the transfer list when it is the Company's option to make an unrestricted appointment to a clerical vacancy in CES. If there are no qualified Meter Readers on the transfer list, the Company may proceed in making an unrestricted appointment.

Employees who decline a job offer, including offers made to employees on the transfer list while in the unrestricted mode, will be subject to the 6-month forfeiture provisions in Section 18.7 of the Clerical Agreement.

This agreement will remain in effect for the indefinite future, however either party may cancel this agreement by providing the other party 30 days written notification.

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

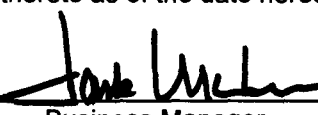
Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Chief Negotiator

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

Aug 28, 1996

By: 
Business Manager