



LETTER AGREEMENT NO. 97-45-PGE

IBEW



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

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

JACK MCNALLY, BUSINESS MANAGER

March 10, 1997

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

Gentlemen:

Company proposes to modify the wage rates of five Steam Generation Apprentice Control Technicians (ACTs) who entered the ACT program on February 1, 1995.

In early 1995, Company vacated the Instrument Repairman, Apprentice Instrument Repairman, Electrician and Apprentice Electrician classifications in the Steam Generation Department. Employees in these classifications were given the opportunity to enter Apprentice Control Technician vacancies via Title 205. In accordance with Section 600.4, Exhibit VI-B, employees who were Electricians or Instrument Repairmen entered the ACT program at the "end 2 year" rate, and the five employees who were Apprentice Electricians or Apprentice Instrument Repairmen entered the ACT program at the "start" rate. These employees all began the ACT program on 2/1/95.

The five employees who entered the ACT program from apprentice classifications have been performing journey level work associated with their original classification since the date they would have otherwise completed their original apprenticeship. Company proposes to pay them the "end 2 year" ACT rate retroactive to the date they would have completed their original apprenticeship.

The compensation calculation is the difference in pay between the "end 2 year" rate and the rate they were actually paid during the relevant time period. This time period is defined as the number of work weeks between the expected completion date of their original apprenticeship forward to the date they received the "end 2 year" ACT rate or the date they left the classification (see attached calculations).

The employees and associated dates are as follows:

Name	Plant	Original Apprenticeship	Began Apprshp.	Expected Turnout	Date of 2 yr Rate*	Compensation
Macario Galang	SFBPP	Appr. Electrician	11/2/92	11/2/95	2/1/97	\$3,675.20
Ervin Gaerlan	PPP	Appr. IR	5/26/92	5/26/95	2/1/97	\$5,591.90
Steve Lopez	CCPP	Appr. IR	1/5/93	1/5/96	2/1/97	\$2,911.70
Ernie Magana	MBPP	Appr. Electrician	10/23/92	10/23/95	9/3/96*	\$2,958.60
Leroy Marsh	HBPP	Appr. IR	12/1/92	12/1/95	2/1/97	\$3,370.80

* Magana left the ACT classification on 9/3/96.

This agreement has been reviewed with the Joint Apprenticeship and Training Committee, Business Representative Frank Saxsenmeier, and Sr. Business Representative Landis Marttila.

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.

April 3, 1997

By: 
Business Manager

A.C.T. pay differential between progression from "start" and "end 2 Yr" rates:

2/1/95 to 8/1/95: 953.15 - 852.80 = 100.35
8/1/95 to 1/1/96: 953.15 - 877.05 = 76.10
1/1/96 to 2/1/96: 984.15 - 905.55 = 78.60
2/1/96 to 8/1/96: 984.15 - 920.65 = 63.50
8/1/96 to 1/1/97: 984.15 - 945.75 = 38.40
1/1/97 to 2/1/97: 1,016.15 - 988.17 = 27.98

Marcario Galang:

11/2/95 to 1/1/96 = 9 wks x 76.10 = 684.90
1/1/96 to 2/1/96 = 5 wks x 78.60 = 393.00
2/1/96 to 8/1/96 = 26 wks x 63.50 = 1,651.00
8/1/96 to 1/1/97 = 21 wks x 38.40 = 806.40
1/1/97 to 2/1/97 = 5 wks x 27.98 = 139.90
\$3,675.20

Ervin Gaerlan:

5/26/95 to 8/1/95 = 10 wks x 100.35 = 1,003.50
8/1/95 to 1/1/96 = 21 wks x 76.10 = 1,598.10
1/1/96 to 2/1/96 = 5 wks x 78.60 = 393.00
2/1/96 to 8/1/96 = 26 wks x 63.50 = 1,651.00
8/1/96 to 1/1/97 = 21 wks x 38.40 = 806.40
1/1/97 to 2/1/97 = 5 wks x 27.98 = 139.90
\$5,591.90

Steve Lopez:

1/5/96 to 2/1/96 = 4 wks x 78.60 = 314.40
2/1/96 to 8/1/96 = 26 wks x 63.50 = 1,651.00
8/1/96 to 1/1/97 = 21 wks x 38.40 = 806.40
1/1/97 to 2/1/97 = 5 wks x 27.98 = 139.90
\$2,911.70

Ernie Magana:

10/23/95 to 1/1/96 = 10 wks x 76.10 = 761.00
1/1/96 to 2/1/96 = 5 wks x 78.60 = 393.00
2/1/96 to 8/1/96 = 26 wks x 63.50 = 1,651.00
8/1/96 to 9/3/96 = 4 wks x 38.40 = 153.60
\$2,958.60

Leroy Marsh:

12/1/95 to 1/1/96 = 5 wks x 76.10 = 380.50
1/1/96 to 2/1/96 = 5 wks x 78.60 = 393.00
2/1/96 to 8/1/96 = 26 wks x 63.50 = 1,651.00
8/1/96 to 1/1/97 = 21 wks x 38.40 = 806.40
1/1/97 to 2/1/97 = 5 wks x 27.98 = 139.90
\$ 3,370.80