



LETTER AGREEMENT NO. 99-09-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(510) 974-4282

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

February 2, 1999

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:

Pursuant to Letter Agreement 94-53, the Joint Company-Union Meter Reader 94-53 Committee has proposed modifying Paragraph E (Meter Reader Route Assignments) in Exhibit C of the Clerical Agreement by eliminating the regular bidding of route strings.

In March 1995, the Meter Reader 94-53 Committee recommended that the bidding of route strings be changed from annually to every 4 years. The Company and Union subsequently signed Letter of Agreement 95-07 on May 1, 1995 approving this proposal.

The 94-53 Committee believes that the elimination of annual route bidding during the past 4 years has had a significant positive impact on productivity and is now proposing the elimination of regular route bidding.

Company proposes that Paragraph E be rewritten as follows:

E. Meter Reader Route Assignments

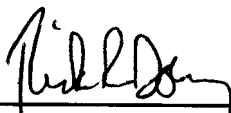
1. Meter Reader route strings will be developed by the Senior Meter Readers (all field duties) and the Meter Reading Supervisor (final decision) with maximum participation by Meter Readers affected. A route string is defined as the number of meter routes needed to constitute one month's work (approximately 21 routes).
2. Meter Readers will continue to read their current string of routes until there is a major reroute in their office, at which time route strings will be re-bid.

3. Route strings will be bid based on Company service. The procedure for selection will be as follows:
 - (a) The supervisor will meet with the most senior Meter Reader (Company service) who will bid his/her route string.
 - (b) The supervisor will meet with the second most senior Meter Reader who will bid his/her route string. This process will continue until all Meter Readers have bid their route string in seniority order. Employees on the inactive payroll will be contacted and may bid route strings with no restrictions.
4. Company may assign routes on any given day necessary due to sickness, vacations, etc., provided the temporary assignments are equitably distributed among Meter Readers in the office.
5. Strings vacated permanently will be open for bid to the senior volunteer Meter Reader.
6. Local offices may propose the establishment of route assignments in a manner different than set forth above, however any deviations from the above procedure must be approved via letter agreement by the Company's Chief Negotiator and Union's Business Manager.
7. These procedures will be in effect until amended by written agreement between the Company's Chief Negotiator and the Union's Business Manager.

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.

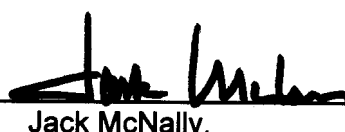
Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Rick R. Doering, Manager and
Chief Negotiator

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Feb 11, 1999

By: 
Jack McNally,
Business Manager