



LETTER AGREEMENT NO. 99-10-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:

The Company and Union have a long standing letter agreement dated March 8, 1974 on Critical Classifications that discusses employees in journeyman and apprentice classifications.

The Company now proposes to include the Operator-in-Training (OIT) classification as eligible for critical designation and pay. OITs designated as critical shall be paid the following percentage adjustment above their basic weekly rate as provided for in Exhibit X:

Step 1	0-6 months	3%
Step 2	7-10 months	5%
Step 3	11-16 months	7%
	Unassigned	8%

Consistent with the language on apprentices, OITs designated as critical who progress to Unassigned System Operator shall continue on critical status for two additional years. If the desired strength has been met at the concerned headquarters, the unassigned journeyman may replace the senior journeyman on critical status who desires such replacement.

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
Chief Negotiator

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

By: _____

Jack McNally, Business Manager

_____, 1999