



LETTER AGREEMENT NO. R1-00-69-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

STEPHEN A. RAYBURN, DIRECTOR
AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

January 31, 2001

Stephen A. Rayburn
Manager and Chief Negotiator
Industrial Relations Department
Pacific Gas & Electric Company
2850 Shadelands Drive, Suite 100
Walnut Creek, CA 94596

Dear Mr. Rayburn:

The joint committee established in Letter Agreement 00-15-PGE to review and modify the Apprentice Lineman Training Program has developed recommended changes for immediate implementation beginning with classes commencing in January 2001. The Committee proposes to phase-in program changes as they are developed and make modifications, as needed. The initial course recommended for phased-in implementation involves modification to the 0-6 month step.

The existing prerequisites as outlined in the Job Definitions and Lines of Progression for Division Electric Departments Transmission and Distribution Department (Physical Test Battery and Arithmetic Computation Test) remain in place. The revised training program requires that employees with prebids on file to Apprentice Lineman successfully complete the new 10 Day Basic Climbing School prior to being awarded a vacancy. The existing four-day Division Climbing School requirement will be eliminated.

In addition to the above, all course completion tests approved by the joint committee will become a part of the Standards of Achievement for Apprentice Lineman. Employees bidding Apprentice Lineman vacancies will be required to successfully complete the course completion tests in the ten day program prior to being awarded a vacancy.

Wage progression written tests and performance demonstrations (practical exams) for each of the 6 apprenticeship steps will also be developed by the joint committee. The agreed-to wage progression test for each step must be passed successfully before an apprentice may advance and before the wage increase will be awarded. All other guidelines set forth in the Master Apprenticeship Agreement and subsequent modifications agreed to between Company and Union will be in effect. If all agreed to training is not given or is not timely in relation to accomplishing the agreed to Standards of Achievement, the employees wage progression within the apprentice classification shall not be delayed.

Implementation of the initial pilot program will provide the opportunity to evaluate and make revisions as deemed appropriate.

The joint committee is continuing to develop the course content for the additional six courses listed below:

- Course #2 - Advance Climbing School 5 days
- Course #3 - Overhead Fundamentals School 5 days
- Course #4 - Live Line Fundamentals School 5 days
- Course #5 - Rubber Glove Fundamentals School 5 days
- Course #6 - Underground Fundamentals School 5 days
- Course #7 - Advanced Lineman Techniques School 5 days

As each course, along with the associated administrative policies and tests, is completed and approved by the joint committee, it will be placed in use and will become part of the required curriculum of the apprenticeship. The committee anticipates completion of these programs by September, 2001. Following the implementation and modification of the all course components (as approved by the joint committee), the final curriculum will be submitted for joint Company-Union approval.

This agreement may be canceled by either party upon 60 days written notice to the other of such cancellation.

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.

Very truly yours,

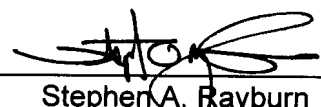
LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS AFL-CIO

By: 
Jack McNally
Business Manager

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

PACIFIC GAS & ELECTRIC COMPANY

February 20, 2001

By: 
Stephen A. Rayburn
Director and Chief Negotiator