



# LETTER AGREEMENT NO. R1-01-18-PGE

**IBEW**



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

PERRY ZIMMERMAN, BUSINESS MANAGER

August 2, 2001

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

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

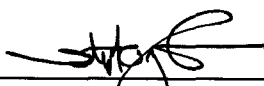
Company proposes pursuant to the provisions of Sections 205.19 and 206.12 to return Tom Murphy to the Lineman position he held in Cupertino immediately prior to his award to a Transmission Lineman position at Table Mountain. This proposal is based on Mr. Murphy's inability to enter the required bare hand training.

In accordance with Item 4 of Letter Agreement 00-55, successful bidders to Electric Transmission Crew positions must successfully complete bare hand training. Prior to being scheduled for this training, concerns over Mr. Murphy's qualifications resulted in an assessment of his journeyman skills. Based on this assessment, it was determined that he has skill and knowledge deficiencies which preclude his entrance into the barehand training. As such, in accordance with Item 4, Mr. Murphy will be returned to a Lineman position in Cupertino.

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,

PACIFIC GAS & ELECTRIC COMPANY

By:   
Stephen A. Rayburn  
Director and Chief Negotiator

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

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

Aug 2, 2001

By:   
Perry Zimmerman  
Business Manager