



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. R1-04-11-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 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN
BUSINESS MANAGER

November 18, 2004

Mr. Perry Zimmerman, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Zimmerman:

Item 2(g) of the October 27, 1999 Cover Letter from the Union to the Company following the 1999 General Negotiations required the parties to establish an interim committee to determine the need for training, certification and ongoing re-certification of classifications involved with switching.

The classifications identified were Troubleman, Transmission Troubleman, Electrician (Title 200 and 300), Electrical Technician (Title 200 and 300) and System Operator classifications.

The Company and Union met on a number of occasions since the ratification of the 1999 settlement package. The Company, as a result of those meetings, is proposing the attached "Switchman Certification Program."

Either party may cancel this agreement by providing 90-days' written notice of cancellation to the other party.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

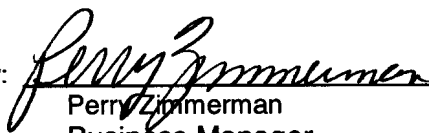
By: 

Stephen A. Rayburn
Director and Chief Negotiator

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

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

1-6-05, 2004⁵

By: 

Perry Zimmerman
Business Manager

GUIDELINES FOR THE SWITCHMAN CERTIFICATION PROGRAM

Switchman

Employees in classifications who are currently recognized as qualified switchmen who request training will receive training in their assigned service area as needed. All switchmen in a given area will receive training as needed to perform their work. All switchmen in an area will not necessarily be trained at the same level.

New switchmen will receive the same training as the currently qualified switchmen – for their position (same intention as above).

Current Switchman

Employees in classifications who are currently recognized as qualified switchmen will be certified for switching they are currently performing in their geographic area as of the date of this agreement.

Current switchmen who require training on a specified type of switching will be trained in a timely manner. Company would not prevent employees from requesting training and will grant such training if there is a business need to develop switchmen.

If a current switchman relocates, the switchman will be trained for the new geographic area as needed.

Joint Apprenticeship Training Committee

The JATC will be responsible to develop and maintain the training program to qualify and certify switchmen.