



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. R1-05-24-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 A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,
BUSINESS MANAGER

August 11, 2005

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:

In an effort to provide employees every opportunity to succeed in progressing to classifications requiring successful completion of the Arithmetic Computation Test (ACT), Company proposes to modify the Qualification Test language in reference to the Master Apprenticeship Agreements as it relates to the ACT, and to clarify language in Letter Agreement 86-107.

The language regarding testing opportunities for the ACT requires that a fourth testing be preceded by an employee having successfully completed a remedial arithmetic course, with a grade of B or better, offered by an institution accredited by the Western Association of Schools and Colleges or through an extension course offered by an accredited institution for an adult education program. Company proposes to modify the requirement that the remedial arithmetic coursework be completed through either an accredited WASC institution or adult education program to include other alternative sources (i.e., tutoring from a qualified individual). Individuals pursuing an alternative method of remedial coursework must submit documentation verifying that they have completed an activity designed to improve arithmetic skills. The documentation must include a description of the activity (e.g., class work, tutoring) and a signed statement from both the employee and the instructor or tutor. This documentation should be submitted via the "*Statement of Completed Preparation Required for a Retest Attempt*" form, available on the intranet, for approval from the Human Resources Testing and Assessment department prior to requesting a fourth testing attempt on the ACT.

Secondly, Letter Agreement 86-107 was written to standardize administration of the ACT for all new hires into a training program. That Agreement was understood to state that those individuals are limited to three total attempts on the ACT. Company opines that new hires should receive 4 total attempts on the ACT which may include any initial attempts prior to hire.

Mr. Perry Zimmerman

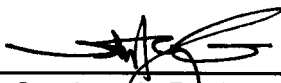
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August 11, 2005
L/A R1-05-24-PGE

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 17, 2005

By: 

Perry Zimmerman
Business Manager