



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. R1-05-36-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

October 17, 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:

On July 13, 2005, the Company announced its intention to seek CPUC approval to close all front counter operations two years from now, during the summer of 2007. A CPUC decision on the Company's proposal is not expected until December 2006.

To minimize the impact of future displacements to front counter employees at the Company's 84 Local Offices, the Company proposes to fill existing and future front counter vacancies with Hiring Hall employees using the Special Project provision of Letter Agreement R1-04-12-PGE. For this Special Project, the following provisions will also apply:

- All existing and future Hiring Hall employees working in the Local Offices will be covered under this Letter Agreement.
- Hiring Hall employees hired to work in the Local Offices may be assigned to work at other headquarters within a commutable distance at the discretion of local management. The provisions of Section 10.8 will apply.
- Hiring Hall employees in the Local Offices may be retained until a Local Office closes at which time they will be released.

Prior to filling a vacancy in a Local Office with a Hiring Hall employee, Company will allow existing qualified bidders from Local Offices to bid the job.

In the event not all Local Offices are closed, all remaining Hiring Hall employees in Local Offices will be considered as vacancies for the purpose of Title 19 (except those filling in behind temporarily absent employees). Further, in the event that the Company for any reason does not proceed with the closing of front counter operations, the Company will begin to release Hiring Hall employees (except those filling in behind temporarily absent employees). The releases will occur as authorized vacancies are filled under the provisions of the Clerical Agreement, including Title 18.

Mr. Perry Zimmerman

-2-

October 17, 2005
L/A R1-05-36-PGE

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: *Stephen A. Rayburn*, FOR

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

Jan. 17, 200~~5~~⁶

By: *Perry Zimmerman*
Perry Zimmerman
Business Manager