



**LETTER AGREEMENT
NO. R1-93-118-PGE**

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
201 MISSION STREET, ROOM 1513A
MAIL CODE P15A
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-3425

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

RONALD L. BAILEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

December 15, 1993

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

Attention: Mr. Jack McNally

Gentlemen:

The Company proposes to extend the pilot study of bilingual telephone centers as presented in Letters of Agreement R3-91-84-PGE, R1-92-144-PGE, 93-43-PGE, and 93-58-PGE until the Company's new Call Centers assume responsibility for these calls; which will be no later than August 31, 1994. It is intended that this extension include all language pertaining to the provisions of Letter Agreement 93-58-PGE with one change.

Since the volunteers for the pilot understood that they were committing to remain until December 31, 1993, they will be allowed to return to their former headquarters and classification by giving notice to their supervisor by December 24, 1993. New volunteers who are placed in the vacancies created by employees leaving, and continuing volunteers will be required to remain in the pilot until the Call Centers assume responsibility for these calls. These employees will continue to have Title 18 and 19 rights based on their regular classification and headquarters.

The Company and Union will meet within three months of signing this agreement to discuss plans for bilingual services in the new Call Centers.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return once executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 

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


_____, 1993

By: 

Business Manager