



LETTER AGREEMENT NO. R1-96-79-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
375 NORTH WIGET LANE, SUITE 150
WALNUT CREEK, CALIFORNIA 94598
(510) 746-4282

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

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

6 September 1996

Pacific Gas and Electric Company
Industrial Relations Department
375 North Wiget Lane, Suite 150
Walnut Creek, California 94598

Attention: Mr. David Bergman, Director and Chief Negotiator

Gentlemen:

The Rubber Gloving and Barehanding Overview Committee established by Letter Agreement 90-34 met to review the training needs to qualify Linemen new to PG&E to perform Rubber Glove work. The Committee members are Jack McNally, Darrel Mitchell, and Landis Marttila for IBEW; Luther Dow, Bill Blastic and John Moffat for the Company.

The Committee determined that at the time Letter Agreement 90-34 was negotiated the hiring of employees directly into the Lineman classification was not a consideration. The Committee agreed that a five-day training program similar to the original Rubber Glove training was appropriate to certify the new Linemen.

The Union proposes that the recommendation of the Overview Committee be adopted and that Linemen, including temporary Linemen, hired by the Company attend a five-day school to become Rubber Glove-certified. Company and Union will meet to negotiate the actual training program, with such final formulation to be submitted as a letter of agreement between the parties.

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 Union.

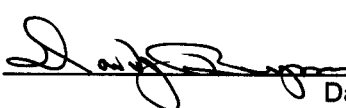
Very truly yours,

LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, AFL-CIO

By: 
Jack McNally
Business Manager

The Company is in accord with the foregoing and attached and agrees thereto.

PACIFIC GAS & ELECTRIC COMPANY

9-26, 1996
By: 
David J. Bergman
Director and Chief Negotiator

Pacific Gas and Electric Company

375 North Wiget Lane, Suite 150
Walnut Creek, CA 94598
510/746-4282

September 26, 1996



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

RECEIVED SEP 27 1996

Dear Mr. McNally:

The Company has agreed to and signed Letter Agreement 96-79 with the understanding that not all temporary Linemen hired by the Company will be Rubber Gloved trained, but those that are trained will attend the five day school to become certified.

Thank you for your consideration in this matter. Enclosed is a fully executed copy of the agreement.

Sincerely,

A handwritten signature in black ink, appearing to read 'David J. Bergman'. The signature is fluid and cursive, with a long horizontal stroke extending to the right.

David J. Bergman
Chief Negotiator

DJB:mh

Enclosure