



**LETTER AGREEMENT
NO. R1-97-07-PGE**



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

March 27, 1997

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

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

Company proposes to replace the current clerical test battery and Meter Reader test battery that the Company has purchased from the Edison Electric Institute (EEI) with a similar test battery that will be prepared for PG&E by Psychological Services, Inc. (PSI). The Company will reduce its costs significantly by purchasing tests directly from a testing service.

The new clerical test battery consists of 5 tests:

1. Computation (5 minutes)
2. Language Skills (5 minutes)
3. Problem Solving (10 minutes)
4. Coding (5 minutes)
5. Visual Speed and Accuracy (5 minutes)

The new Meter Reader test battery will consist of 2 of the above 5 tests:

1. Coding (5 minutes)
2. Visual Speed and Accuracy (5 minutes)

The new clerical pre-employment test has been administered to approximately 100 clerical volunteers as part of a validation study. The passing score for the Clerical Test Battery will be 81.5 for all employees taking this test and the passing score for the Meter Reader Test Battery will be 49.5.

This proposal has been discussed with Assistant Business Manager Dorothy Fortier and Sr. Union Business Representative Landis Marttila.

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: 
Chief Negotiator

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

April 7, 1997

By: 
Business Manager