



LETTER AGREEMENT NO. 03-11-PGE



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 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

STEPHEN A. RAYBURN, DIRECTOR
AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN, BUSINESS MANAGER

March 20, 2003

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

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

The Joint Company and Union Lineman 2000 Committee proposes to modify the Apprentice Lineman Training Program requirements as set forth in Letter Agreements R1-00-69-PGE and O2-26-PGE. Implementation of the revised Apprentice Lineman Training Program mandated that all apprentices, including those that were in the program and all new apprentices entering the program, take and pass wage progression tests at 90%.

At the time of implementation there were sixty apprentices in the program. The revised program (Program Phase In) required that apprentices in the 1st through 4th step of their training on the date of implementation (July 5, 2002) and all new apprentices would be covered by the new guidelines. There were twenty-seven existing apprentices (list attached) who fell in to that category. The remaining thirty-three apprentices were eligible to complete their apprenticeship under the old guidelines. Over the past six to eight months, concerns have been raised regarding the Standards of Achievement and the impacts on those apprentices transitioned into the new program.

The Lineman 2000 Committee reconvened to discuss the issues and review alternatives for addressing them. As a result of those discussions, the joint Committee recommends that the twenty-seven apprentices who were required to transition into the new program be allowed to forego the wage progression test requirement. They will continue to be required to meet all other requirements of the Lineman 2000 Training Program.

In addition to the continuation in the training program, the joint Committee recommends that these apprentices be required to attend a 2-week assessment/tutoring at the Livermore Electric School during 2003. The assessment and tutoring will assist to strengthen their skills and knowledge ensuring that, at a minimum, they meet the standards of achievement as outlined in the old program.

The joint Committee concurs that if any of the twenty-seven apprentices covered by this agreement leave the apprenticeship and return at a later date, they will enter in to the current Lineman 2000 Training Program and will be required to meet all of the standards as outlined in that program.

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: _____

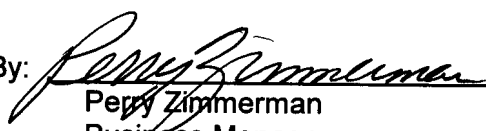

Stephen A. Rayburn
Director and Chief Negotiator

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

March 25, 2003

By: _____


Perry Zimmerman
Business Manager

Title 200 300	Name	Exemption	Other Information	42 mo	Hire Date	Apprentice Position Date	SSN	Basic Climbing	0 6 MO Advance Climbing 1st Step	7 12 Mo Overhead Fund 2nd Step	Area	Hdqts	Supervisor / Contact	Comments
200	McInnes, Jeffery	New Agreement	Delay due to 2nd apprenticeship or action plan		9/2/1997	05/22/00	623-34-0882	5/19/00	N/A	BL	2	Oakland	Gary Fitzgerald/448-2825	
200	Miles, Anthony	New Agreement	Delay due to 2nd apprenticeship or action plan		12/1/1997	05/22/00	570-08-3013	5/19/00	2/15/2002	BL	2	Oakland	Gary Fitzgerald/448-2825	
200	Duren, Bart**	New Agreement	Delay due to 2nd apprenticeship or action plan		11/4/1987	07/03/00	548-11-7005	6/30/00	N/A	BL	4	Fresno	Mark Pao/Jon Simons	See Folder
200	Gonzales, Brandon	New Agreement			12/27/1994	07/10/00	556-79-1375	6/30/00	N/A	BL	5	Merced	Steve Scialabba / 863-7645	
200	Gomes, Jeff	New Agreement			4/9/1990	07/18/00	569-63-1613	9/1/00	N/A	BL	6	Willows	Ellen Juhl	
300	Holbert, Joe	New Agreement			7/7/1997	08/05/00	563-59-6755	8/4/00	N/A	BL	4	Fresno	Ozzie Berglund/Carl Merz	
200	Cooper, Maurice	New Agreement		X	8/28/1991	08/07/00	547-35-1222	8/4/00	N/A	BL	2	Hayward	Lou Medrano/Robyn Boeder	
200	Cori, Mark	New Agreement		X	7/14/1997	08/07/00	560-15-2084	8/4/00	N/A	BL	3	Salinas	Bob Rumsey/642-3545	
300	Griffith, Frank	New Agreement			4/6/1998	08/07/00	562-96-8237	8/4/00	N/A	BL	2	Hayward	Howard Hancock/Larry Walvick	
300	Heier, James	New Agreement			8/12/1997	08/07/00	559-71-7308	8/4/00	N/A	BL	4	Bakersfield	Robert Nylander/Gary Steveson	
200	Skillman, Dan	New Agreement			6/29/1998	08/07/00	572-93-4060	8/4/00	N/A	BL	3	Edenvale	Greg Bargas/Rich Eckhart	
300	Wright, Justin	New Agreement		X	5/22/1997	08/08/00	568-89-4642	8/4/00	N/A	BL	2	Antioch	Joe Clough/Stella Moore	
200	Vierra, Frank	New Agreement			12/23/1991	08/10/00	569-99-0930	10/23/00	N/A	BL	5	Merced	Steve Scialabba/863-7645	
200	Briggs, John	New Agreement			7/28/1997	08/23/00	557-31-3119	8/4/00	N/A	BL	3	Cinnabar	Mike McBride/ Joe Lugo	
200	Stocking, Thomas	New Agreement			1/20/1992	08/29/00	356-44-3963	4/26/96	N/A	BL	6	Oroville	Mike Porro/746-4119	
200	Andrade, Shawn**	New Agreement		X		09/05/00		8/4/00	N/A	BL	6	Chico	Doug Whiteley/Sheron Nunes	See Folder
200	House, Dean	New Agreement			1/6/1997	09/06/00	567-91-4030	9/1/00	N/A	BL	1	SF	Robert Trumbull	
300	Overman, Kenneth	New Agreement		X	7/21/1997	09/06/00	559-39-3700	9/1/00	N/A	BL	3	Salinas	Karl Keaschall/ Don Detwiler	Workman's Comp
200	Carpio, Louis	New Agreement		X	6/23/1997	09/11/00	573-41-2286	9/1/00	N/A	BL	2	Richmond	Robert Dalton/Sandy Rankins	
200	Martin, Ismal	New Agreement		X	10/19/1987	09/11/00	557-93-1656	9/1/00	N/A	BL	2	Antioch	Cleve Wickliffe/445-7732	
200	Speare, Stanton**	New Agreement		X	7/15/1991	09/11/00	551-23-5979	9/1/00	N/A	BL	6	Woodland	Larry Hamilton/728-5657	Re-Entered Appr 2/27/02
200	Fleming, Vance	New Agreement			4/13/1998	10/09/00	572-33-1215	10/6/00	N/A	BL	5	Merced	Steve Scialabba/863-7645	
200	Jones, Kevin	New Agreement			7/14/1997	10/09/00	567-08-9728	10/6/00	N/A	BL	4	Bakersfield	J. Levesque/874-5887	
200	Patterson, Norrell	New Agreement		X	9/5/1990	10/09/00	565-57-7243	10/6/00	N/A	BL	3	Cinnabar	Mike McBride/ Joe Lugo	
200	Roland, Mike**	New Agreement			7/3/1997	10/09/00	566-29-6351	10/6/00	N/A	BL	4	Bakersfield	J. Levesque/874-5887	See Folder
200	Williams, Scott	New Agreement			2/7/1995	10/09/00	567-57-6021	10/6/00	N/A	BL	4	Bakersfield	J. Levesque/874-5887	
200	Luna, Marcos**	New Agreement		X	3/18/1996	12/08/00	546-99-2117	12/8/00	N/A	BL	6	Placerville	Rusty Reimer/727-7269	Re-Entered Appr 2/27/02
200	Matthews, Gerritt	New Agreement			6/28/1990	12/11/00	571-93-1221	12/8/00	N/A	BL	5	Tracy	Richard Cody Jr/Betty Barkley	
200	Galligani, Robert	New Agreement		X	10/20/1997	01/11/01	565-95-7545	12/8/00	N/A	BL	1	Halfmoon Ba	Steve Picchi/626-7215	
300	Kovacs, Anthony**	New Agreement		X	12/15/1997	01/11/01	385-84-3834	12/8/00	N/A	BL	1	Daly City	William Gray/Dev Elias	See Folder