



**Pacific Gas and  
Electric Company™**

# LETTER AGREEMENT NO. 06-03-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

January 17, 2006

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:

Company proposes to change the retesting provisions currently outlined in Exhibit A of the Clerical Agreement and Letter Agreement 90-8 by removing the existing limit on the number of attempts an employee may have on an entry-level aptitude test. For aptitude tests other than the POSS and Arithmetic Computation Test (ACT), the following waiting periods between retests will be required:

- Three months between the first and second attempts.
- Six months between the second and third attempts.
- Twelve months between the third and fourth attempts.
- Twelve months for all attempts subsequent to the fourth attempt.

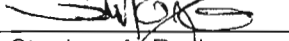
This change will be effective January 3, 2006.

Letter Agreement 90-8 provides a one-year waiting period between attempts for the POSS test which will remain in effect. The retesting guidelines of Letter Agreements 86-107, R1-05-24 and the Division and GC Master Apprenticeship Agreements continue to apply for the ACT.

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.

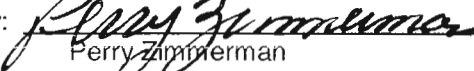
Very truly yours,

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

By:   
\_\_\_\_\_  
Perry Zimmerman  
Business Manager

*Jan 27,* \_\_\_\_\_, 2006