



LETTER AGREEMENT NO. 11-03-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-4310

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

TOM DALZELL
BUSINESS MANAGER

January 24, 2011

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

There were employees who were asked to forego vacation to support business activities in conjunction with the San Bruno incident during September 9 – December 31, 2010. As a result, some employees exceeded their vacation accrual maximum and would be receiving payment for excess vacation per Subsections 111.1(c)/8.1(c) of the Physical and Clerical Agreements. Company proposes that these employees have the option to either carry over or receive pay for the excess vacation hours in the amount they forewent during this time. The Company will make the determination of eligible employees.

Any eligible employee who desires to carry over excess vacation will be required to notify the Company in accordance with the Company communication. If no response is received from the eligible employee, the employee will be paid the excess vacation as scheduled in February 2011.

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 AND ELECTRIC COMPANY

By: /s/ Stephen A. Rayburn
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

January 28, 2011

By: /s/ Tom Dalzell
Tom Dalzell
Business Manager