



LETTER AGREEMENT NO. 00-41-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, MANAGER
AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

July 28, 2000

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:

The Company and Union have recently discussed whether clerical employees have rehire rights to Meter Reader positions, which were moved to the Physical Agreement on January 1, 2000.

The Company notes that while Section 19.13 of the Clerical Agreement provides that clerical employees only have rehire rights to positions covered by "this agreement", the cover letter to the 1999 general negotiations settlement provides that clerical employees maintain Title 19 rights to the Meter Reader and Senior Meter Reader classifications for the term of the Agreement.

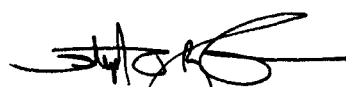
The parties have also noted that some office clerical employees accepted severance and are in the rehire pool because they declined a Meter Reader assignment due to the physical rigors of the position. If these employees were now offered and declined a Meter Reader position, they would be removed from the rehire pool and considered terminated.

Therefore, pursuant to Section 19.12 of the Clerical Agreement, Company proposes that clerical employees that are in the rehire pool and qualified for Meter Reader positions shall be offered one Meter Reader position during the term of this agreement. However, they shall not be removed from the pool if they decline a Meter Reader position and will be bypassed on subsequent Meter Reader vacancies.

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, Manager 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

Sat 13, 2000

By: 
Jack McNally
Business Manager