



LETTER AGREEMENT NO. 00-44-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

August 23, 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:

John Davidson is a Gas Service Representative headquartered in Sanger. In early 1999 Mr. Davidson sustained industrial injuries as the result of an automobile accident in which a third party collided with his PG&E service vehicle. He was recently precluded from returning to his normal classification and as a result the Company has been attempting to identify alternate placement opportunities.

The Company proposes the following placement pursuant to Section 205.19. The placement proposal is that Service Operator, Gerald D. Beasley, in Fresno has expressed a willingness to work in Sanger as a Gas Service Representative. Davidson has expressed a willingness and is physically capable of working as a Service Operator in Fresno. Both Beasley and Davidson are the number two pre-bidders to these jobs. The local supervisors and Business Representative, Jim Lynn, have confirmed that the top bidders support the proposal to "swap" Beasley and Davidson.

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: Stephen A. Rayburn
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

Sept 13, 2000

By: Jack McNally
Jack McNally
Business Manager