



LETTER AGREEMENT NO. 02-60-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

November 22, 2002

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:

Company proposes pursuant to Subsection 205.19 of the Agreement to award a System Operator vacancy (JV21593) in Bakersfield to "E" bidder Brian Lee Davis.

Letter Agreement R1-98-16-PGE provides a specific sequence for filling Journeyman Operator vacancies. The provisions of P2, P3, and P4 of the Agreement have been exhausted. Item P5 then requires that the Company fill the vacancy with the Unassigned Journeyman Operator with the least service in the Bidding Unit. The three Unassigned Journeyman Operators in the Bidding Unit are:

Roger Ashlock	Unassigned Operator, Merced	DOH 06/18/01
Adam Kincade	Unassigned Operator, Midway	DOH 04/16/01 (Critical Class)
Daniel Jackson	Unassigned Operator, Fresno	DOH 02/24/86

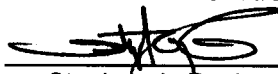
One currently holds a critical classification designation and is not eligible for the position. The other two have declined to submit bids for the position.

In lieu of requiring the least senior Unassigned Journeyman Operator to accept the position, the Company proposes to appoint Brian Lee Davis to the vacancy. He previously held a System Operator position with PG&E, is fully qualified, and desires the position.

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,

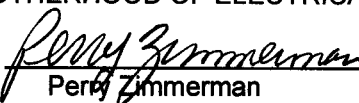
PACIFIC GAS & ELECTRIC COMPANY

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 ELECTRICALWORKERS, AFL-CIO

Dec 13, 2002

By: 
Perry Zimmerman
Business Manager