



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 04-40-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

August 23, 2004

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, pursuant to Sections 205.19 and 206.12 of the Physical Labor Agreement, an exchange of headquarters which will result in the placement of Electrician Jim Kopriva into Del Mar and Electrician Gerald Warren into Vaca-Dixon. This proposal will also result in the reduction of the number of employees impacted by the Title 206 activity currently occurring at the Emeryville Repair Facility.

Mr. Warren is an Electrician at the Emeryville Repair Facility. Although Mr. Warren is not directly impacted by the displacement, in accordance with Letter Agreement 04-36, he had the option to volunteer to fill a vacancy at Del Mar. He indicated he was interested in such a placement if the Company and Union would agree to an exchange of headquarters with an Electrician from Vaca-Dixon. Mr. Warren turned in his vacancy option form indicating his willingness to go to Vaca-Dixon. He did not mark the Del Mar vacancy, however, as he was advised that he would be required to report to Del Mar if the exchange did not occur.

We have received requests from two Electricians headquartered at Vaca-Dixon to exchange headquarters with any Emeryville Electrician wanting to go to Del Mar. Mr. Kopriva is the senior of the two employees. In light of Mr. Warren's expressed interest in exercising his right under LA 04-36, the interest of the senior Electrician Kopriva, and the lessening of Title 206 impacts, the Company proposes to allow this exchange.

This proposal has been discussed with Sr. Business Representative Frank Saxsenmeier.

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

Aug 24, 2004