



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 08-20-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS 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

June 26, 2008

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:

In an effort to support the health and wellness of employees, the Company proposes to offer a Smoking/Tobacco Chewing Cessation program beginning in Fall 2008. All employees will be eligible to participate free of charge. The Company may set a maximum number of employees per year.

The offering of this free program is without precedent. Either party may cancel this agreement with 30 days written notice.

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 Pacific Gas and Electric Company.

Very truly yours,

PACIFIC GAS AND 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

_____, July 11, 2008

By: _____


Tom Dalzell
Business Manager

Smokeless®

The proven way to quit smoking.

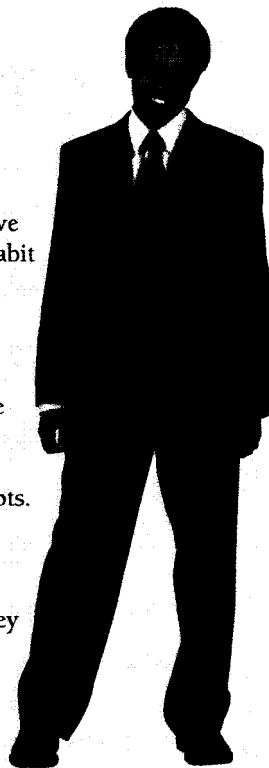


Smokeless® Overview

The Smokeless® program is a positive approach to breaking the tobacco habit (cigarettes, snuff, and chewing tobacco). It is a highly effective, multiple treatment program which teaches the necessary skills to permanently quit tobacco use. Since no one methodology works for all smokers, Smokeless® presents over 500 different techniques and concepts. This allows a smoker to pick and choose techniques to meet their individual needs. The program addresses people who aren't sure they want to quit, people who are thinking about it and people who are ready to take action.

Due to the Smokeless® program's success, it has been conducted at over 3,000 corporations, hospitals, MCOs, and government agencies. Self-Help Smokeless® has a one year success rate of 45%. Each participant in the Smokeless® program receives outbound telephonic coaching and can also access a coach by calling our toll free 800 number.

Here's your opportunity to use a proven, powerful program to quit smoking.
Call 1.800.345.2476 x233 to sign up.



Smokeless®

1. Participant Kit
 - Vinyl case
 - 7 multi-colored booklets
 - Relaxation CD or tape
 - Cigarette scorecard
 - Pencil
 - Summary cards
 - Elastic "Urge Zapper" band
 - Smoker's emergency kit
 - toothpicks
 - sugarless mints
 - binder clip
 - Guide to Self-Help Smokeless® CD/tape
 - Completion test
 - Diploma when completion test submitted
2. Telephonic Coaching
3. Online Smokeless®



"The program has proven to be very successful among railroad employees. Many have reported that Smokeless® was able to fill the void left by other methods."

-- Joe Leutzinger, Former Manager,
Health Promotion
Union Pacific Railroad, Omaha, NE

"After considerable review of every major health promotion company throughout the U.S., I found AIPM's program to be superior in quality, effectiveness, and value."

-- Jean Buckner, Former Manager,
Marketing, HCA, Nashville, TN