



LETTER AGREEMENT NO. R1-00-15-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

RICK R. DOERING, MANAGER
AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

May 3, 2000

Laura Sellheim
Acting Manager & Chief Negotiator
Industrial Relations Dept.
Pacific Gas & Electric Co.
2850 Shadelands Drive, Suite 100
Walnut Creek, CA 94598

Dear Ms. Sellheim:

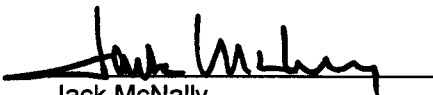
Per the discussions between the parties, it is necessary to review the Title 200 and Title 300 Apprentice Lineman Training Programs.

Accordingly, Union proposes to form a joint 94-53 committee comprised of four members appointed by Union's Business Manager and four members appointed by Company's Manager of Industrial Relations. The committee shall review the complete training program and submit agreed to recommended modifications of the program to the signers of this letter agreement.

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 Union.

Very truly yours,

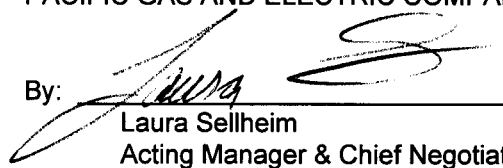
LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, AFL-CIO

By: 
Jack McNally
Business Manager

The Company is in accord with the foregoing and it agrees thereto as of the date hereof.

PACIFIC GAS AND ELECTRIC COMPANY

5-12 2000

By: 
Laura Sellheim
Acting Manager & Chief Negotiator