PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(510) 974-4282

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

February 11, 1998

Local Union No. 1245
International Brotherhood of
    Electric Workers, AFL-CIO
PO Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

In view of the decreasing workload in the Reprographics Department and an increase in workload in the Mail Service Center and Engineering Records, the Company proposes to temporarily assign employees in the Reprographics Operator A classification to Utility Clerk positions in the Mail Service Center and Engineering Records. The assignments are for temporary work, on an as-needed basis. Utilizing Reprographics Operators in these areas may avoid employee displacements.

The assignments will be offered to volunteers on the basis of seniority. These assignments will commence immediately and continue until such time as the workload in the Mail Service Center and Engineering Records falls off or the Company can fully utilize the Reprographics Operators. Employees volunteering for these assignments will be paid as Reprographic A Operators.

This proposal has been discussed with Union Business Representative Debbie Mazzanti. Either party may cancel this agreement by giving 15 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 the Company.

Very truly yours,
PACIFIC GAS AND ELECTRIC COMPANY

By: _____
         Chief Negotiator

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

LOCAL UNION NO. 1245
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

_____Feb 18_____, 1998   By: _____
                                         Business Manager