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# LETTER AGREEMENT NO. 02-16-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 4790  
WALNUT CREEK, CALIFORNIA 94596  
925-933-6060

STEPHEN A. RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN  
BUSINESS MANAGER

April 23, 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:

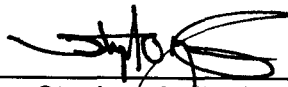
Since January 2000, the Company has filled and continues to fill a large number of Meter Reader positions with the transfer and new hire provisions of the Agreement. Item five, "Conversions of Hiring Hall Meter Reader positions to Regular Status", of the October 27, 1999, Cover Letter to the Agreement, allows for 15% of the Meter Reader positions be filled with Hiring Hall employees.

On May 5, 2001, the parties agreed to Letter Agreement 01-09-PGE, "Hiring Hall Process and Procedures." The parties did not intend to change what was previously agreed to for Meter Readers. Meter Readers may work beyond the 12 consecutive month limitation without requesting an extension.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

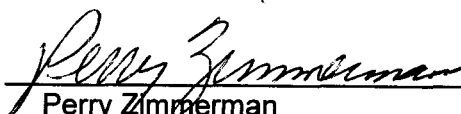
PACIFIC GAS & ELECTRIC COMPANY

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

May 13, 2002

By:   
Perry Zimmerman  
Business Manager