



LETTER AGREEMENT NO. R1-00-61-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

STEPHEN A. RAYBURN, DIRECTOR
AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

December 6, 2000

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

Due to operational needs within the General Office complex, the Company will be relocating the Substation Asset Management Department from their headquarters at 123 Mission Street in San Francisco to 1919 Webster Street in Oakland. Bea Foronda is currently an E&P Operating Clerk (2703) for Substation Asset Management in San Francisco who has indicated an interest in relocating to Oakland. The Company will be relocating Ms. Foronda and nine Administrative & Technical clerical employees and reclassifying them to Operating Clerk, classification code 2662 in the Service Planning Department, Operating Line of Progression, on approximately November 15, 2000.

Pursuant to Section 19.16 of the Clerical Agreement, Ms. Foronda has the most seniority of the E&P Operating Clerks in San Francisco and has voluntarily asked to move with her group to the headquarters in Oakland. Given the unique circumstances of this case and that the move will increase Ms. Foronda's commute, the Company will offer her a one-time \$1,000 lump sum to move her headquarters. This lump sum is to be paid in two installments, \$500 after the initial move in November and \$500 if she stays at that headquarters for six months. The payment of this allowance is without precedent or prejudice to the position of the parties.

Ms. Foronda will be provided rights pursuant to Section 19.8 and 19.9 of the Clerical Agreement. In addition, she will not have her position downgraded as a result of the Clerical Evaluation System as long as she remains in this position.

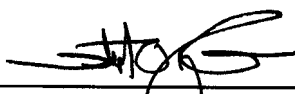
Ms. Foronda's move will place her in the Operating Clerk classification in Bidding Unit 1, Bidding Area 2 and Demotion Unit 1, Demotion Area 2.

This proposal has been discussed with Union Business Representative Debbie Mazzanti.

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

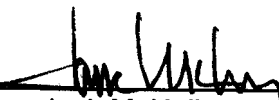
By: 

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

Dec 21, 2000

By: 

Jack McNally
Business Manager