



**Pacific Gas and  
Electric Company\***

**Monica Oakes**  
Sr Labor Relations Specialist  
Fresno

650 O Street, Bag 22  
Fresno, CA 93710  
(559) 263-5705

November 19, 2010

**FRE-10-36**

Mr. Mike Grill  
IBEW Business Representative  
P.O. Box 1390  
Clovis, CA 93613-1390

Dear Mike:

In accordance with Section 111.15 of the IBEW Physical Agreement, the Company proposes to allow employees to voluntarily sell vacation and transfer the proceeds to Pete Mendez, a Sr. Mapping Technician in the Fresno office, who is experiencing personal financial difficulties as a result of his own serious illness.

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

Yours very truly,  
Pacific Gas and Electric Company

By: Monica Oakes  
Monica Oakes, Sr. Labor Relations Specialist

Date: 10/26/2010

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

By: Mike Grill  
Mike Grill, IBEW Business Representative

Date: 10-28-10