



LETTER AGREEMENT NO. 13-49-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
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STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
TOM DALZELL
BUSINESS MANAGER

June 17, 2013

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

This confirms discussions between the Company and Union regarding the continuing need to temporarily supplement the workforce in Gas T&D to perform gas leak survey work agreed to in LA 13-08. The parties have reached agreement in LA 13-22 on planned staffing levels to address current workload projections that provide for the filling of 1,350 IBEW-represented positions within Gas Operations from 2013-2016. While Gas Operations has submitted requisitions to meet the staffing commitments, the staffing process has not resulted in the required number of positions being filled which has left the department short of needed staff to perform critical work.

Given the current staffing gap and the Company's continuing efforts to fill vacancies as quickly as possible, the Company proposes to continue the use of IBEW Local 1245-signatory contractors to perform leak survey work through July 31, 2013 beginning as soon as practicable following execution of this agreement. Any further extension requests in connection with this agreement will be discussed on a month to month basis. The parties also discussed continuing to follow the previously agreed-to provisions outlined below.

1. The limited use of operator-qualified T300 employees to temporarily supplement the T200 workforce to perform leak surveys with the following understandings.
2. The Company will provide the union a list of T300 employees who have been performing leak survey work that includes their normal headquarters, residence, current work assignment and duration of that assignment. The parties agree to review individual T300 work assignments on a case by case basis.
3. Whenever there are contractors performing leak survey work in the service area, the Company will not require any T200 Fieldman currently performing leak surveys to move to leak repair, unless they volunteer to do so.
4. Effective upon the execution of this agreement, in headquarters/service territory where there are contractors performing leak survey work, T200 and T300 Fieldmen who are operator-qualified to perform leak survey work will be offered the opportunity to work a minimum of 20% overtime. These headquarters shall have a mechanism for posting a POT sign up list to provide the overtime opportunities and to track overtime offered and refused. Existing POT sign up procedures may be used.
5. The Company will utilize any available OQ Hiring Hall Fieldmen to perform leak survey work.

6. Upon request, Company shall provide to Union the location and numbers of contractors performing leak survey work.

The parties also discussed a process for providing regular staffing updates to the Union and will be establishing a monthly reporting mechanism through the Gas Operations Project Management Office.

This agreement is without prejudice to the position of either party regarding the application of "peak work" as described in Letter of Agreement 09-41.

This proposal has been discussed with Assistant Business Manager Joe Osterlund.

If you agree, 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 agreement.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By: _____


Tom Dalzell
Business Manager

June 20

_____, 2013