



**Pacific Gas and  
Electric Company.**

## **LETTER AGREEMENT NO. 13-83-PGE**

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
375 N. WIGET LANE  
SUITE 130  
WALNUT CREEK, CA 94598  
925.974.4401  
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

October 30, 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:

The Company's Gas Operations staffing plan and the Lines of Progression update process are intended to build an optimal workforce for the future and are continuing to progress. At the same time, there continues to be a need to ensure the availability of short-term resource options to perform critical work functions within the Gas Service Department. While the parties have made significant progress on a joint recommendation and continue to negotiate in good faith on a proposed new line of progression to address the resource needs for this department, there are additional details that are required before a final agreement can be finalized.

Given the progress of the joint committee and the on-going momentum with respect to on-going staffing needs and the line of progression recommendations, the Company proposes to utilize additional resources to supplement the Gas Service Department to manage pilot relights during this peak period which will end no later than January 21, 2014. The Company will pursue volunteers including available and qualified hiring hall Gas Service Representatives or Service Mechanics, employees that previously held the Gas Service classifications that are available and interested, and other qualified classifications capable of performing pilot relight work, such as CIP Inspectors, Street Fitters and T300 Installers, if necessary. Normal upgrade provisions under Titles 204 and 304 will apply. The Company will provide appropriate training for employees who are utilized to perform relights under this agreement.

The parties agree that this work is normally within the scope of the Gas Service line of progression and that during the agreed-to timeframe, the Company will offer optimum overtime but no less than 20% overtime to employees within Gas Service within the service territory. To ensure such overtime is offered properly, the Company will post an overtime sign up list at each headquarters for the term of this agreement.

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

Either the Company or Union may cancel this agreement by providing 30 days advance written notice.

Mr. Tom Dalzell

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October 30, 2013  
L/A 13-83-PGE

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

October 31, 2013

By:   
Tom Dalzell  
Business Manager