



**Pacific Gas and
Electric Company™**

LETTER AGREEMENT NO. 14-34-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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

August 5, 2014

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:

Company and Union have discussed the elimination of the three Revenue Assurance Service Representative positions at the Cupertino Service Center due to the change in billing practices that eliminated work formerly performed by these Service Representatives. There is also one Service Representative and one Senior Service Representative working in the Customer Services Office in Cupertino that the parties have agreed to include as "impacted employees" for purposes of this Letter Agreement for a total of five impacted employees.

Pursuant to Section 19.12 of the Clerical Agreement, the parties discussed the following process to facilitate the elimination of these Revenue Assurance positions.

- The five impacted employees will be given Section 19.1 notification as soon as possible after the execution of this agreement. The Company will cap the number of severances at four.
- Along with the Section 19.1 notification, Company will check with each of the impacted employees to determine their interest in the following options:
 1. Accept Section 19.7 layoff with severance, or
 2. Elect to pursue Title 19 process at a later date

If the Senior Service Representative is vacated as part of this process, the Company will backfill the position at the same level.

Once the offers are completed, the parties will meet again to discuss next steps.

The Company has discussed this matter with Assistant Business Manager Jenny Marston.

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

August 18, 2014

By: _____



Tom Dalzell
Business Manager