



LETTER AGREEMENT NO. 14-51-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

December 26, 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:

The purpose of this letter agreement is to request IBEW's agreement to modify the per diem provisions for Title 300 employees and to cancel and supersede LA 03-35 and LA 14-19.

In 2002, PG&E began the New Employee Orientation (NEO) program to provide most new hires an overview of the Company and its policies. This resulted in new employees attending a one-day orientation in San Ramon some time during their first 30 days of employment. Also, during 2002, the Company reinforced its compliance efforts by implementing the requirement for completion of I-9 forms along with verification of identity through supporting documentation as required by the federal government. Failure to do so could result in fines and/or reprimands to the Company.

As a way to meet both the need for orientation and completion of the I-9 and other forms, the parties agreed in LA 03-35 to modify NEO so that most new employees report to San Ramon on their first day. This Day 1 reporting recognized that some attendees may need to arrive the day before and would qualify to receive mileage at the IRS rate and reimbursement for reasonable expenses incurred as part of attendance at NEO and other required new hire training.

As all General Construction employees will report to their starting work location following NEO, Company proposes that the starting work location be utilized for per diem purposes under Section 301.3.

In addition to NEO, the Company now requires that certain classifications within Title 300 General Construction attend other training prior to reporting to their initial work assignment and location. These employees will report to their starting work location after attending NEO and other required new hire training. When attending NEO or other required training the applicable provisions of Section 301.9 shall apply.

For clarification purposes the "starting work location" is also known as the "hiring location" in Title 301.

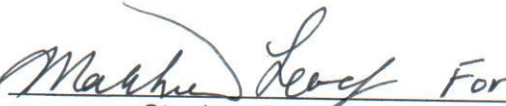
This proposal has been discussed with Joe Osterlund and Bob Dean, Senior Assistant Business Managers.

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:

 For
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

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