



**Pacific Gas and
Electric Company™**

LETTER AGREEMENT NO. 15-16-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4461

ROBERT JOGA
SR. 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

May 20, 2015

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:

In 2012 and 2013, the company conducted a pilot vehicle technology program as part of its Motor Vehicle Safety Initiative. The parties have met several times since the pilot program to review the progress and the positive results of this initiative. The company is moving forward with a phased implementation of the Motor Vehicle Safety Initiative and will focus on driver behavior and awareness improvement, specifically a reduction of speeding, hard cornering, hard braking and hard acceleration. To best achieve the implementation of this, the parties have agreed to establish an oversight committee comprised of members from company Operations, Safety, Labor Relations departments, and IBEW Local 1245 Senior Assistant Business Managers Bob Dean and Joe Osterlund.

This Agreement will provide for the following:

1. Scope

The focus of this driver behavior and awareness improvement program will be on approximately 1,500 vehicles and initially of employee groups with higher risk (i.e. dense urban areas, remote areas, and frequent starts/stops) and will be installed on vehicles with mostly assigned drivers. There is a potential for additional units to be turned on and new vehicles will come with technology installed at the factory. The Company will make a final determination on the specific areas, classifications, and timing as the program is expanded.

The parties recognize the focus of this phased implementation is to improve safe behaviors as demonstrated by the pilot program noted above. As with the pilot program, the intent is not to utilize this information for disciplinary purposes. The provisions and concepts of letter of agreement 13-05 shall be utilized as part of this agreement. The Company would consider discipline only if an employee acts in a reckless manner, demonstrates a pattern of carelessness or non-compliance, or puts themselves or others at risk by intentionally violating PG&E's Keys to Life or Code of Conduct.

2. Oversight Committee:

The Oversight Committee will meet as needed to monitor and address potential issues with the implementation of this program and ensure uniform application of the driver behavior improvement program. This committee will also review and approve joint communications to employees. The Oversight Committee will also establish Subcommittees as necessary. This Committee may add additional committee members as needed and will be charged with resolving any issues that may arise as a result of this agreement.

3. Subcommittees:

Subcommittees will be comprised of equal representation from union and company members and will be appointed by the Oversight Committee. Subcommittees will provide input and support for the implementation and roll-out of this program, including but not limited to the classifications, locations, communications plan, and expansion of the program. Given the importance of this safety initiative and the broad impact to all employees the Company will provide the sub-committees and/or delegates all resources and time necessary to ensure proper and thorough communication and presentations to affected employees during Company paid time. The company will cover wages and expenses for those bargaining unit employees participating on subcommittees.


The Company and Union recognize that the company may elect to make changes to the Vehicle Technology program in the future based on business and operational needs. With that in mind, the parties agree to meet confer, and where required, negotiate these changes.

This agreement has been discussed with Senior Assistant Business Managers Bob Dean and 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: 
Robert Joga
Senior Director and Chief Negotiator

The Union is in agreement.

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


_____, 2015

By: 
Tom Dalzell
Business Manager