



**Pacific Gas and  
Electric Company<sup>™</sup>**

# LETTER AGREEMENT NO. R1-13-44-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
MAIL CODE N2Z  
P.O. BOX 770000  
SAN FRANCISCO, CALIFORNIA 94177  
(415) 973-4310  
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 7, 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 2013 Gas Operations staffing plan includes the filling of more than 400 IBEW represented positions by year end. While the efforts to fill those positions begins to ramp up, the need to maintain a workforce to perform required Scheduled Gas Meter Changes (SMC's) continues to be a priority that requires additional resources.

Under Letter of Agreement R1-12-30 a joint subcommittee was established to review the Gas Service Line of Progression and has met several times to discuss SMC and other workload matters including LOP overlaps being addressed in a separate committee. While the parties will continue to discuss related business operational needs with the goal of identifying a longer term solution for managing the SMC workload, the Gas Service committee has made significant progress in this area and is expected to submit a recommendation to the Company and Union leadership in the near future but no later than July 31, 2013.

The Company and Union will review the committee's recommendation in conjunction with other on-going Gas Operations Job Definition/Line of Progression discussions and recommendations that are being developed. Any proposed changes to current Job Definitions & Lines of Progression, working conditions and wages will be submitted to the Union's Business Manager and Company's Chief Negotiator for review and consideration. If a tentative agreement is reached the Company will provide the Union committee time off at Company expense to attend informational meetings to be held with the Gas Service employees. At the conclusion of these meetings the Union will submit the agreement for ratification to all Gas Service employees.

In order to meet the immediate on-going work demands, the Company proposes to extend the provisions of LA-R1-12-30 through July 31, 2013. In conjunction with this temporary extension the Company agrees to the following:

- 1) At each headquarters/service territory where T300 Installers are utilized to perform scheduled meter changes the Company will offer pre-arranged overtime to all Gas Service employees consistent with the intent of R1-12-30 and discussions between the parties to utilize all resources to complete the SMC project work as soon as possible. The Company will communicate such intent and review the overtime language in LA R1-12-30 with the Gas Service Supervisors.
- 2) Provide the Union with an updated planned location schedule, current number of T300 Installers who are qualified to perform this work, current location of T300 Installers performing this work and notification to the Union whenever the T300 installers are redeployed into a new headquarters/service territory.

This agreement is contingent on the proposed settlement of a grievance in the Gas Service Department in Sacramento Division.

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

If you are in accord with the foregoing and agree thereto, 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 accord with the foregoing and agrees thereto as of the date hereof.

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

June 10

, 2013

By: 

Tom Dalzell  
Business Manager