



LETTER AGREEMENT NO. 07-62-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL,
BUSINESS MANAGER

December 19, 2007

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 proposes to implement a one-year pilot prescription safety eyewear program within Power Generation. This proposal is in response to a joint committee recommendation. The pilot is proposed in support of the Company's Code of Safe Practices and Power Generation's Frontal Eye Protection Policy which is applicable to Power Generation employees required to wear safety glasses in relation to their job responsibilities. The procedures and details of the pilot program are outlined in the attached document. Employees participating in the pilot will be required to follow these procedures in order to qualify.

Employees, with a prescription, required to wear eye protection in connection with the job duties will have the option of participating in the pilot program or choose from the existing list of approved non-prescription safety glasses available through the Safety Equipment Guide. The pilot will be implemented following the signing of this agreement and implementation readiness as identified by the organization.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy to Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: /s/ John A. Moffat for
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

January 9, 2007 8

By: /s/ Tom Dalzell
Tom Dalzell
Business Manager

Power Generation - Industrial Prescription Pilot Safety Eyewear Procedure

I. Purpose:

The purpose of this procedure is to provide guidance when obtaining a pair of industrial prescription safety glasses with affixed side shields meeting the requirements of ANSI Z-87.1 for employees required to wear protective eye wear in a field environment.

II. Applicability:

This procedure applies to employees required to wear safety glasses.

III. Procedure to Obtain a Pair of Prescription Safety Glasses:

1. Supervisor or employee obtains an Industrial Prescription Safety Eyewear form (Attachment 1).
2. Employee provides their Supervisor a completed Industrial Prescription Safety Eyewear Request form:
 - a filled out and signed copy of the Request form states the activities of the job which require the wearing of safety glasses, the name of the employee's work site, their job title and specific type of frames and treatments/options approved by SH&C. Supervisor will keep original until the employee receives his/her glasses.
3. Employee takes a copy of the approved request form AND a current prescription to the local optometrist office to fill the prescription.

** **NOTE:** The frame with attached side shields and the material of the lenses offered by the vendor have been approved by the SH&; Attachment 2 lists the available frame types and lenses. No other frame or materials MAY be substituted.*

4. Billing:
 - The supervisor will indicate their PCC number on the request form. Employees will be responsible for any additional lens treatment such as polarization.

IV. Procedure to Obtain Non Prescription Safety Glasses:

1. Employees with a prescription required to wear eye protection to perform their work can choose from the existing list of approved safety glasses found on the Safety Equipment Guide or participate in this program. All other Employees will still have the industrial safety eyewear options currently approved and identified in the safety equipment guide.

V. Procedure for Replacement of Safety Glasses:

1. Broken Glasses During a Job Task:
 - The employee will fill out an incident report. Once reviewed and approved by their supervisor, the employee must complete another Industrial Prescription Safety Eyewear Request form for repairs or replacement.

2. Lost Glasses:

- Costs associated with replacement of lost glasses (prescription or non-prescription) are the responsibility of the employee.

3. Damaged Glasses:

- When safety glasses under this program have been damaged due to lens breakage (not a warranty against scratches), frame breakage, coating failure (peeling or crazing) or corrosion of any frame component, the employee will bring their glasses to the vendor. The vendor will replace the glasses free of charge within the year of purchase. If any costs are associated with the replacement, the supervisor and the employee will be notified by the vendor.
- The employee must contact the vendor sales manager to arrange for pick up of broken glasses or if the employee prefers going back to the optometrist/optician. The supervisor will provide another form indicating that this will be free of charge for the employee.
- If the glasses are older than a year, the employee's department will be charged for the replacement of lenses (Follow steps in Section III. Procedure to Obtain a Pair of Safety Glasses).

4. Prescription Update:

- If there is a need to upgrade an employee's eye prescription due to a recent change in prescription, PG&E will pay for new lenses, which will be charged to the organization.
- Follow steps in Section III. Procedure to Obtain a Pair of Safety Glasses.

For more information or inquires, please contact SH&C Helpline at 415-973-8700, option 3.