



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 07-25-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CA 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

May 9, 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 parties have discussed moving the 1594 - Crane Operator to same or higher and next lower to various Materials Department lead classifications. The employee must have held the Materials Handler classification to be considered qualified. The Company proposes pursuant to Section 205.5 of the Agreement to modify the Line of Progression for the **Materials Distribution Department** as per the attachment, changes are bolded.

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: /s/ Stephen A. Rayburn

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 1, 2007

By: /s/ Tom Dalzell

Tom Dalzell
Business Manager

WAREHOUSE OPERATIONS, MATERIALS**0765 MATERIAL FACILITY LEADER**

An employee who is in charge of a Materials Facility or a shift at a Distribution Center where three or more employees including the Material Facility Leader are employed, interprets and administers Materials Department procedure, and both supervises and performs duties relating to materials related office procedures, shipping/receiving, disbursing, and salvaging of materials. The Material Facility Leader shall have the personal qualifications of leadership and supervisory ability and be familiar with Company's applicable rules and procedures. If assigned to a Materials Facility where the Material Facility Leader is subordinate to a materials supervisory employee not in the bargaining unit, the Material Facility Leader may perform the duties of a Materials Leadperson.

Next Lower Classifications**Same or Higher Classification**

0433 Lead Driver+
 1082 Materials Leadman - G.C.
 1085 Materials Leadperson*
 1215 Materials Facilityperson
1594 Crane Operator**

0765 Material Facility Leader

* If no valid 205.7(b) bid on file from Materials Facilityperson or Material Facility Leader.

** ***Limited to Crane Operator who previously held classification of Materials Handler***

+ Must have, on or before 1/15/79, been classified as Senior Warehouseman, (1085) Materials Leadperson or temporarily upgraded for a period of six months or more to (0765) Material Facility Leader or (1215) Facilityperson.

Notes:

- (1) It is understood that the classification of Material Facility Leader may, at Company's discretion, be used in Materials Facilities or Distribution Centers for the relief of non-bargaining unit materials supervisors or as working supervisors in these facilities (five to eight employees excluding the supervisor).
- (2) It is also understood that Company may, at its discretion, use the classification of Material Facility Leader as an assistant to a non-bargaining unit materials supervisor on a temporary basis during the transition to centralized facilities or centers. When this is done, the classification shall be offered on the basis of Service and qualifications to employees who are in the next lower classification at the facility or center.
- (3) Should establishment of a Material Facility Leader or Materials Facilityperson classification become necessary at a Distribution Center or Materials Facility, the classification shall be offered on the basis of Service and qualifications to employees in the next lower classification at that facility or center. If the classification is not filled in the manner outlined above, the employee with the least Service in the next lower classification at that headquarters shall be assigned the Material Facility Leader or Materials Facilityperson classification.

0765 MATERIAL FACILITY LEADER (Cont'n.)

- (4) That all Materials Department employees assigned a shift at a Materials Facility or a Distribution Center, including the crew assigned duties at a Materials service point remote from the Materials Facility or Distribution Center, be included in determining the need for a Material Facility Leader or a Materials Facilityperson.

1215 MATERIALS FACILITYPERSON

An employee who is in charge of a Materials Facility or a shift at a Distribution Center where one or two employees, including the Facilityperson, are employed; interprets and administers Materials Department procedure, and both directs and performs duties relating to the materials related office procedures, shipping, receiving, disbursing, and salvaging of materials. The Facilityperson shall be familiar with the Company's applicable rules and procedures and be able to use a typewriter with moderate skill (25 words per minute, net) or a data terminal and possess a valid Class C Driver's License.

If assigned to a Materials Facility where the Facilityperson is subordinate to a Material Facility Leader or a non-bargaining unit materials supervisor, the Facilityperson may be required to perform the duties of a Material's Leadperson. (See Notes 3 and 4 under Material Facility Leader.)

Next Lower Classifications

Same or Higher Classifications

- 0433 Lead Driver*
- 1082 Materials Leadman - G.C.
- 1085 Materials Leadperson
- 1594 Crane Operator****

- 0765 Material Facility Leader
- 1215 Materials Facilityperson

* Must have, on or before 1/15/79, been classified as a Senior Warehouseman, (1085) Materials Leadperson, or temporarily upgraded for a period of six months or more to (0765) Material Facility Leader or (1215) Materials Facilityperson.

** **Limited to Crane Operator who previously held classification of Materials Handler**

Note: Class C drivers license required per LA 93-39-PGE.

1085 MATERIALS LEADPERSON

An employee, subordinate to a Material Facility Leader or a non-bargaining unit materials supervisor, who is in charge of one or more functions and who both directs and performs duties relating to materials related office procedures, shipping, receiving, disbursing, and salvaging of materials.

1085 MATERIALS LEADPERSON (Cont'n.)

An employee who is headquartered at a Distribution Center, Satellite Facility or a Remote Service Point (2) which may be physically removed from the Materials Distribution Center but is accountable to and assigned duties from the Center; or

An employee who, while assigned to one facility as his/her headquarters, is assigned duties at one or more Satellite Facilities or Remote Service Points which may be unattended by Materials employees. In any of the above situations, an employee shall be able to use a typewriter or data terminal and may be required to operate materials handling equipment (other than a traveling, gantry, or mobile crane) and any Company vehicle other than a heavy truck, for which the employee has a valid license, to transport material between facilities or to a jobsite.

Next Lower ClassificationSame or Higher Classifications

1210 Materials Handler*

0433 Lead Driver

1212 Materials Handler - G.C.

0765 Materials Facility Leader

1594 Crane Operator**

1082 Materials Leadman - G.C.

1085 Materials Leadperson

1215 Materials Facilityperson

* See test requirements and training program - page 31.

** ***Limited to Crane Operator who previously held classification of Materials Handler***

Notes:

- (1) There shall not be less than four (4) Materials Leadpersons assigned to the primary shift at a Materials Distribution Center.
- (2) Materials Leadperson assigned to a satellite location shall be considered for the purposes of Title 202 and 205 of the Physical Labor Agreement as headquartered at the remote location.
- (3) Class C drivers license may be required per LA 93-39-PGE.

0433 LEAD DRIVER

An employee who operates a heavy truck to transport materials between Distribution Centers, Materials Facilities, Satellite Facilities, Remote Service Points, or to a job site. An employee who, while assigned to one Materials Facility or Distribution Center, Satellite Facility or Remote Service Point as his/her headquarters, may be assigned duties at one or more Satellite Facilities or Remote Service Points which may be unattended by Materials employees. May be assigned, subordinate to Material Facility Leader or a non-bargaining unit materials supervisor, the direction and performance of duties relating to materials related office procedures⁽¹⁾, shipping, receiving, disbursing, and salvaging of materials. Must possess a valid Class A Driver's License and may be required to operate materials handling equipment (other than a traveling, gantry, or mobile crane).

0433 **LEAD DRIVER** (Cont'n.)

Next Lower Classification

1082 Materials Leadman - G.C.
1085 Materials Leadperson⁽¹⁾
1210 Materials Handler*⁽²⁾
1212 Materials Handler - G.C.

Same or Higher Classifications

0433 Lead Driver
0765 Material Facility Leader⁽¹⁾
1215 Materials Facilityperson
1594 Crane Operator**

* See test requirements and training program - page 31.

** Limited to Crane Operator who previously held classification of Materials Handler.

Notes:

(1) Will not be required to type or use a data terminal.

(2) An employee prior to entering the classification of Lead Driver (0433) shall be required to satisfactorily complete Company's Driver's Training Course.