



# LETTER AGREEMENT NO. 10-01-PGE



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

January 20, 2010

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 pursuant to Section 204.4 of the Agreement to establish an Electrician - Switching classification in the Electric Maintenance Line of Progression, an initial wage rate 5% above the 0467 – Electrician. Details of the proposal are as follows:

50070742 (0494) –Electrician - Switching

A service employee with the craft qualification of an electrician.

Notes:

1. Employees who bid into this classification within three months of the date of this agreement will be considered to be residing in the "community" if his/her residence is located no more than 60 minutes automotive travel time, under ordinary travel conditions, from the employee's headquarters. Any subsequent employee will be subject to the provisions of Section 3.5 of the Physical Agreement "Residency Requirement". Company and Union can agree to waive the residency requirements on a case-by-case basis.
2. Electrician - Switching must possess a valid California Driver's license and may be required to wear a respirator.
3. Employees must complete the 40-hour Switchman Training in order to be qualified for the position. The Company may test the employee's proficiency by requiring them to attend the 40-hour Switchman Training or the 8-hour Switchman refresher course. This is not intended to be a pass/fail course but rather to identify an employee's proficiency to perform his/her job duties. Employees are required to maintain proficiency to stay in this Electrician - Switching classification.
4. Electrician - Switching is required to perform all types of substation switching and may perform field switching for substation assigned work, not to include field parallels, field loops and line clearances.
5. Electrician - Switching will be required to perform all duties of an Electrician and classifications lower in the line of progression.
6. Employee classified as Electrician will still be required to perform switching duties. When an employee classified as an Electrician is assigned to perform station or plant bus switching and is not under the direct supervision of a working foreman or exempt supervisor during the time switching is performed, such employee will be compensated at the Electrician - Switching rate of pay for the work time involved but in no case less than eight hours at the straight rate of pay.

7. Classifications that bid this position and have not completed the substation electrician training program will be placed as a provisional Electrician - Switching and will be required to complete a substation electrician training program approved by the Joint Apprenticeship Training Committee. Employees who do not successfully complete the training program will be removed in accordance with Section 206.15 of the Physical Agreement.

Next Lower Classification	Same or Higher Classifications
0459 Electrician - Helms	0107 Working Foreman B – Non Climbing
0466 Electrician (G.C. Service Center)	0494 Electrician – Switching
0467 (0484) Electrician & (Un.) - Elec. Maintenance	0651 Subforeman A (Station/Hydro)
0469 (0486) Electrician & (Un.) - Materials	0750 Electric Maintenance Crew Leader**
0474 Electrician (G.C.)	0751 Electric Maintenance Crew Leader - Helms**
0499 Traveling Electrician – Mat'l's	0752 Elec. Technician Crew Leader
	1606 Technical Crew Leader A – Non Gas
	1607 Technical Crew Leader B – Non Gas
	2387 Electrical Technician - G.C.
	2388 Appr. Electrical Tech. - G.C.
	2389 Telecommunications Technician - Helms
	2390 Communications Technician - G.C.
	2391 Appr. Communications Tech. - G.C.*
	2400 (2403) Electrical Tech. & (Un.)
	2401 Appr. Electrical Technician*
	2402 Electrical Technician - Helms
	2407 Telecommunications Crew Leader
	2408 Appr. Telecommunications Technician*
	2409 (2393) Telecommunications Technician & (Un.)
	2414 (2427) Telecommunications Tech. & (Un.) - DCP

#### Technical Crew Leader A

**NOTE:** Prior to 1/1/09, the job code for all Tech Subforeman A was 0644 and 50010176. As of 1/1/09, 50010176 was changed to Technical Crew Leader A - GAS and a new one created for Technical Crew Leader A - non Gas which is pay scale 1606, job code 50253773.

#### Technical Crew Leader B

**NOTE:** Prior to 1/1/09, the job code for all Tech Subforeman B was 0645 and 50010177. As of 1/1/09, 50010177 was changed to Technical Crew Leader B - GAS and a new one created for Technical Crew Leader B - non Gas which is pay scale 1607, job code 50253774.

#### Working Foreman B

**NOTE:** Prior to 1/1/09, the job code for all Working Foreman B was 0853 and 50010205. As of 1/1/09, this job code was changed to Working Foreman B - Climbing and a new one created for Working B - Non-Climbing which is pay scale 0107, job code 50251367.

#### **Wages:**

<u>2010</u>	<u>2011</u>
\$42.54/hr.	\$44.24/hr.

The Company will create positions and post them as new jobs at the headquarters. For positions posted within three months of the date of this agreement, the Company will initially give preferential consideration to System Operators impacted as a result of the consolidation of the Transmission Control Centers. System Operators who, as of the control date of the vacancy, have been provided with Section 206.1 notice, are still in the Electric Operations line of progression, and have not elected the Commitment Allowance, will have "A" bidding rights to the initial openings.

Employees who accept these positions will be removed from the 206 process and will be expected to report to their Electrician - Switching position. The report date will be determined by the Company and may be delayed due to Control Center staffing needs.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided 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

January 28, 2010

By:  /s/ Tom Dalzell  
Tom Dalzell  
Business Manager