



**Pacific Gas and
Electric Company™**

LETTER AGREEMENT NO. 10-30-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES 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

September 7, 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:

In February 2009, due to a unique set of circumstances which required the Company to survey the system's gas distribution lines ("the Project"), the parties entered into Letter of Agreement R2-09-02 which allowed Title 300 Gas employees to perform gas leak survey ("Surveyor") and mark and locate (M&L) work after they receive proper training and become Operator qualified.

While the vast majority of the Project surveying has been completed, the parties recognize that there remains additional leak survey, leak repair, and mark and locate work. The parties recognize that the gas leak survey work, the mark and locate work, and the leak repair work at issue has traditionally been Title 200 work. The intent of the Company is not to take the gas leak survey, mark and locate, or leak repair work out of the Title 200 division workforce and assign it to Title 300 General Construction workforce. Rather, because of the limited and exceptional nature of this Project and peak needs, the parties agree that T300 employees may assist in the Project by being assigned to the remaining gas leak survey work, mark and locate work, and leak repair work.

For the duration of this Project, PG&E will continue to open T200 positions. This agreement will not reduce the number of Title 200 employees in Gas T&D in any headquarters utilizing Title 300 employees for leak survey, repair, or mark and locate work. The parties understand that to the extent a specific headquarters is overstaffed and is not utilizing T300 employees, PG&E need not, by virtue of this agreement fill vacancies at those headquarters. The parties agree to meet and confer about any specific concerns.

The parties will continue on-going discussions regarding co-mingling. The parties are in agreement that in the case of emergency work, such as a major outage, the co-mingling of the workforce requires only notification to the Union. For this project, Title 300 employees will generally not use Title 200 equipment and tools, but may do so, especially with specialized tools. Additionally, Title 300 employees will generally share Title 200 assembly points, work localities, and supervision. Employees will work under the provisions of the respective contract Titles. The provisions of Titles 208, 212 and 308 will apply. Inclement weather provisions of Title 200 will apply in this case. Clerical support will be provided in accordance with Letter Agreement No. 06-19. If Title 300 employees are scheduled to work overtime, then the Title 200 in the appropriate classification will be offered the same overtime.

Title 300 employees on this Project will be covered under the Special Assignment provisions of Title 301 for the duration of the assignment.

Should the Company need additional Title 300 employees, it will seek volunteers based on seniority. In the absence of adequate volunteers, the Company will make assignments.

Leak survey and M&L training will continue to be provided to Title 200 employees. When the Title 300 employees are performing this work in a headquarters the Title 200 Utility Workers in that headquarters shall be upgraded to Fieldperson consistent with the provisions of Section 205.3 of the Agreement.

All of the other agreements in R2-09-02 which allowed for productive and efficient performance will remain in effect through the duration of the Project.

This Letter of Agreement will expire on December 31, 2010. 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

December 1, 2010

By: /s/ Tom Dalzell
Tom Dalzell
Business Manager