



**Pacific Gas and  
Electric Company™**

# LETTER AGREEMENT NO. 10-37-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

August 19, 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 parties have met on several occasions to discuss the displacement of employees assigned to Humboldt Bay Power Plant's (HBPP) fossil units 1 & 2, which will be shutting down later this year. The nuclear decommissioning of HBPP Unit 3 is now under way, and the parties recently met to discuss the staffing of the project, which will continue through approximately 2015.

The parties recognize that the work involved in the decommissioning of a nuclear power plant is not work normally performed within the scope of the Physical Agreement. Therefore, except as provided for in this agreement, the provisions of Exhibit XVI – Contracting, and Titles 205 and 206, do not apply to PG&E employees assigned to perform this work.

All employees assigned to the Decommissioning Project will perform work for which they are qualified and trained to safely perform, but not necessarily within the scope of Title 600 and Exhibit VI - Job Definitions and Lines of Progression.

The Company proposes to assign PG&E employees to the Decommissioning Project as follows:

- Re-assign all regular Title 200 employees currently assigned to the Humboldt Bay Power Plant Units 1 and 2 to the Nuclear Decommissioning Project. This does not include those who have already been assigned layoff with severance in accordance with Letter Agreement 10-21, or those who are regularly assigned to Humboldt Bay Generating Station. The duration of the assignments on the Decommissioning Project is subject to operational need. Once the employees are no longer needed on the project, they will be subject to the provisions of Title 206, with the exception of 206.3.
- Continue to assign work to Title 300 employees (Paint department) within the scope of their normal job duties until no longer needed on the project. All provisions of Title 300 will continue to apply.
- For current and future Hiring Hall employees assigned to the Project, this agreement establishes a Special Project/Special Condition agreement in accordance with Letter Agreement R1-04-12.
- Current T.A. Radiation Protection Specialists and T.A. Outage Decontamination Specialists will continue to be assigned to the Decommissioning Project and their status will remain consistent with Letter Agreements 95-123 and R1-96-97 respectively.

Other than the exclusions above, the provisions of the Physical Agreement will apply.

This proposal has been discussed with Assistant Business Managers Bob Choate and Ken Ball, and Business Representative Ed Dwyer.

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/ 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

August 25 , 2010

By:  /s/ Tom Dalzell  
Tom Dalzell  
Business Manager