



LETTER AGREEMENT NO. 11-25-PGE



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

June 24, 2011

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95687

Dear Mr. Dalzell:

In accordance with the provisions of Letter Agreement 08-23, FR clothing, the Company proposes the following provisions at the recommendation of the Working Committee:

- o Allowance for 2011 - \$450 for full-time users and \$225 for part-time users.
- o Going forward, employees will not be able to roll over any allotment
- o The intent of this agreement is to ensure employees are provided with funds to purchase all required FR Clothing. To that end, the IBEW and Company agree to set up a two-person committee (currently Ralph Armstrong and Chris Carson) to address FR Clothing concerns. If an employee's allotment is such that they do not have enough funds to purchase the FR Clothing, they need to work safely or an employee otherwise has an issue with obtaining adequate FR Clothing, the employee's first line of relief would be to speak to his/her supervisor. If the supervisor is unable to resolve the issue, the employee should e-mail Ralph Armstrong at RMA1@IBEW1245.com and Chris Carson at CCCc@pge.com.

This proposal has been discussed with Business Representative Ralph Armstrong.

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

August 5, 2011

By: /s/ Tom Dalzell
Tom Dalzell
Business Manager