



LETTER AGREEMENT NO. 12-04-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

January 20, 2012

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:

This letter cancels and supersedes Letter Agreement 11-45-PGE, to correct the SAP codes noted in that letter. The SAP codes noted in Letter Agreement 11-45-PGE were the existing codes and not the codes established for the SME positions.

During the last several months, the Company and Union have engaged in curriculum development for both the Pre-Apprentice training program and the Apprentice Lineman training program. This has included a team of journey level IBEW-represented employees who have contributed much to the program.

Therefore, pursuant to Sub-section 204.4(b) and Section 304.4 of the Physical Agreement, the Company proposes to continue to utilize journeymen and above in the GC Line and Electric T&D Lines of Progression on a temporary basis, but in a designated classification. The objective of this assignment will be to support further development of the Electric Construction training programs.

T200 Lineman Subject Matter Expert – SAP Code 50430686
T200 Electric Crew Foreman Subject Matter Expert – SAP Code 5030687
T300 Lineman Subject Matter Expert – SAP Code 50430688
T300 Subforeman A Subject Matter Expert – SAP Code 50430689

Description:

This position will provide advice and support to the PG&E Academy in the design and development of various training programs. The training programs will support the advancement of the Pre-Apprentice program, Apprentice Lineman training, and any journey level training that may be mutually agreed to by the parties at a future date.

Current Incumbents & Selection:

The Electric T&D Subject Matter Experts (SME's) will be filled by the current list of Core Subject Matter Experts below:

William Bouzek
Ed Vanderhorst
George Lindsay
Brett McKinney

Additional members may be added in the future by mutual agreement between the Company and the Union.

Administration:

- The position of Electric T&D Subject Matter Expert will be filled on a time card basis and will be temporary assignments.
- The position will be paid at a rate of 5% above the base classification rate of 1100 T200 Lineman, 0740 T200 Electric Crew Foreman, 1106 T300 Lineman and 0650 Subforeman A rate. Incumbents will receive this increase retroactive to October 1, 2011, and adjustments will be made once the SAP codes have been established in the Payroll system.
- Employees in this group can still be called out or assigned overtime if available in their base classification.
- These positions will continue to report to their respective Supervisor, but will also be at the direction of the Electric M&C Training Department.
- These employees are eligible to receive additional monetary recognition as different projects are completed. The timing and amount of the recognition will be at the discretion of the Company; however, the Company will notify the Union in advance of any such recognition.

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

January 27 , 2012

By: /s/ Tom Dalzell
Tom Dalzell
Business Manager