



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 12-09-PGE

IBEW



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

February 16, 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:

The Company proposes pursuant to Subsection 204.4(b) of the Agreement to establish a Heavy Cable Crew Foreman classification in the Division Electric Line of Progression, with a wage rate 5% above the top rate of 0820 – Cable Crew Foreman and 0683 - Night Cable Crew Foreman to be used on a temporary upgrade basis. Details of the proposal are as follows:

SAP Code 50444050 Cable Crew Foreman + 7 (When in charge of a crew of 7 or more other employees)

SAP Code 50444101 Night Cable Crew Foreman + 7 (when in charge of a crew of 7 or more other employees)

A Cable Crew Foreman or Night Cable Crew Foreman in charge of a crew of seven or more other employees, exclusive of himself/herself, shall be paid at the rate of five percent above the top rate of Cable Crew Foreman or Night Cable Crew Foreman.

Notes: For the purposes of applying the five percent upgrade for a Cable Crew Foreman (or Night Cable Crew Foreman, if applicable) when in charge of a crew of seven or more other employees, if two Cable Crew Foremen are involved, the following conditions will apply:

1. If two crews are combined on an on-going job, the Cable Crew Foreman (or Night Cable Crew Foreman, if applicable) originally assigned the job will receive the upgrade.
2. If two crews are combined at the initiation of a job, the senior qualified Cable Crew Foreman (or Night Cable Crew Foreman, if applicable) in the headquarters will receive the upgrade.
3. If two crews are called out for an emergency situation, the senior qualified available Cable Crew Foreman (Night Cable Crew Foreman, if applicable) will receive the upgrade. If they are joined while the job is in progress, the Cable Crew Foreman (Night Cable Crew Foreman, if applicable) originally assigned will receive the upgrade.

Wages (When in charge of a crew of 7 or more other employees):

Cable Crew Foreman 2011 rate
\$48.94

Night Cable Crew Foreman 2011 rate
\$50.36

Either the Company or the Union reserves the right to cancel the provisions of this agreement by giving the other 30 days written notice.

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

May 31, 2012

By: /s/ Tom Dalzell
Tom Dalzell
Business Manager