



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 12-13-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
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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

March 12, 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 and Union established a joint subcommittee of the Joint Apprenticeship and Training Committee (JATC) to review the Apprentice Lineman Training Program. The recommendations of the subcommittee were presented to the JATC for review, and received approval to proceed in recommending the revised Apprentice Lineman Training Program for Company and Union approval. The proposed changes are outlined below and are also contained in the attached Apprentice Lineman Administrative Procedures Manual.

This letter amends LA 02-26-PGE, R1-00-69-PGE, 03-11-PGE, and LA R1-01-41-PGE.

The attached revised program will replace the existing Apprentice Lineman Training Program. All Apprentice Lineman entering the Apprentice Lineman Training Program on or after March 1, 2012, will be subject to the provisions of the new program. Incumbent Apprentice Lineman in the current Apprentice Lineman Training Program will continue under the provisions of the Lineman 2000 Apprentice Lineman Training Program until completion of their apprenticeship.

In addition to the provisions outlined in the attached Apprentice Lineman Administrative Procedures Manual, the following changes are proposed to the program:

Modify Training Program

Increase the Apprentice Lineman Training Program from the current 42-month program (LA 02-26) to a 48-month program, in accordance with the attached. The purpose of increasing the program duration is to allow sufficient time for additional training and the attainment of experience to reinforce said training. L2000 Apprentice Line Worker training provided seven weeks of formal centralized training; under the new Apprentice Line Worker Training Program, Apprentices would receive between 24 and 32 weeks of formal centralized training.

Movement of Apprentices for Training

The Company and Union have expressed interest in reviewing the provisions of Letters of Agreement LA R1-01-41-PGE and LA 05-17-PGE, and agree to meet as soon as practicable on these interests. In the interim, the parties agree to modify LA R1-01-41-PGE as provided in the attached Administrative Procedures Manual concerning notification of training assignments only. The JATC will be notified of all temporary movement of apprentices for training assignments by way of monthly reports and will be responsible for monitoring and tracking these assignments. No other provisions of LA R1-01-41-PGE are modified by this agreement or the Administrative Procedures Manual.

Wages:

Each of the eight steps of the Apprentice Training Program has specific training requirements and a specific wage rate. The advancement to the next wage progression step is a promotion that must be earned, based on the requirements outlined in the attached Apprentice Lineman Administrative Procedures Manual.

The wages are as follows:

SAP Code 50449466 PS Code xxxx T200 Apprentice Lineman (On or after 3/1/2012)

Start	32.21
End 6 mo	33.18
End 1 Yr	34.17
End 18 Mo	35.20
End 2 Yr	36.25
End 30	37.34
End 3 Yr	38.46
End 42 Mo	39.61

SAP Code 50449467 PS Code xxxx T300 Apprentice Lineman – GC (On or after 3/1/2012)

Start	33.82
End 6 mo	34.83
End 1 Yr	35.88
End 18 Mo	36.96
End 2 Yr	38.06
End 30	39.21
End 3 Yr	40.38
End 42 Mo	41.59

SAP Code 50449468 PS Code xxxx T300 Apprentice Lineman – GC Helicopter (Temp Use Only)
(On or after 3/1/2012)

Start	38.21
End 6 mo	39.36
End 1 Yr	40.54
End 18 Mo	41.75
End 2 Yr	43.01
End 30	44.30
End 3 Yr	45.62
End 42 Mo	46.99

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

March 26, 2012

By: /s/ Tom Dalzell
Tom Dalzell
Business Manager