



# LETTER AGREEMENT NO. 12-14-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

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:

In order to ensure that the Company had a qualified workforce, the Company and Union agreed to establish increased staffing targets in the Gas and Electric Departments in Letter Agreement 10-44-PGE for the years 2011-2013, including specific targets for certain gas and electric apprentice classifications.

During General Negotiations, the parties focused discussions on hiring goals for Pre-Apprentice Linemen and potential safety issues that could occur if too many Pre-Apprentice Linemen were assigned to a crew.

The parties reached agreement to include ratios on how many Pre-Apprentice Linemen could safely be assigned to a Crew Foreman in the proposed Physical Agreement. Although the Agreement has not been ratified, the parties agreed it is in the best interest of both parties to proceed with the agreed to ratios and revised staffing targets.

The Company will hire Pre-Apprentice Linemen as follows:

2012: 60  
2013: 60

The Company and Union are now establishing the following ratios for apprentices on electric crews in order to assure training and safety:

Title 200: 1 cold apprentice per Electric Crew Foreman (excluding small yards where the parties agree that an apprentice would not receive adequate training); 1 additional hot apprentice not to exceed 1 hot/cold apprentice per 2.5 journeymen.

Title 300: 1 cold apprentice per Subforeman A; 1 additional hot apprentice not to exceed 2 hot/cold apprentices per Subforeman A.

During 2014 and 2015, the Company agrees to hire the maximum number of Pre-Apprentice Lineman that it can hire without exceeding the ratios set forth above. In no event will the Company be required to hire more than 100 Pre-Apprentice Linemen in either year, unless the ratios so permit and the Company determines in its sole judgment that operational needs would be suited by hiring more than 100 Pre-Apprentice Linemen.

In addition, the parties agree to extend the provisions outlined in LA 10-50-PG&E with regard to making unrestricted appointments in filling one-half of the Pre-Apprentice Lineman vacancies, along the lines of the provisions of Subsections 205.5 (c ) and 305.8(b).

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