



# LETTER AGREEMENT NO. 12-36-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
MAIL CODE N2Z  
PO Box 770000  
SAN FRANCISCO, CALIFORNIA 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

August 9, 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 confirms discussions between the parties regarding the need to temporarily supplement the Gas T&D workforce to perform gas leak survey work. The Company has had to temporarily move Fieldmen who would normally perform leak survey work to perform a backlog of leak repair work.

The Company and Union have discussed the use of IBEW Local 1245-signatory contractors to temporarily perform leak survey work in the August-November 2012 timeframe. The parties have also discussed the limited use of operator-qualified T300 employees to temporarily supplement the T200 workforce to perform leak surveys with the following understandings.

1. The company will provide the union a list of T300 employees who have been performing leak survey work that includes their normal headquarters, residence, current work assignment and duration of that assignment. The parties agree to review individual T300 work assignments on a case by case basis.
2. Whenever there are contractors performing leak survey work in the service area, the Company will not require any T200 Fieldman currently performing leak surveys to move to leak repair, unless they volunteer to do so.
3. Effective upon the execution of this agreement, in headquarters where there are contractors performing leak survey work, T200 and T300 Fieldmen who are operator-qualified to perform leak survey work will be offered the opportunity to work a minimum of 20% overtime. These headquarters shall have a mechanism for posting a POT sign up list to provide the overtime opportunities and to track overtime offered and refused. Existing POT sign up procedures may be used.
4. Upon request, Company shall provide to Union the location and numbers of contractors performing leak survey work.

This agreement is without prejudice to the position of either party regarding the application of "peak work" as described in Letter of Agreement 09-41.

This proposal has been discussed with Assistant Business Manager Joe Osterlund.

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

          August 14          , 2012

By:           /s/ Tom Dalzell            
Tom Dalzell  
Business Manager