



LETTER AGREEMENT NO. 12-47-PGE



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

September 26, 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:

Company and Union recently met to discuss the Company's need to ensure consistent and timely emergency response by Title 200 Gas T&D crews on off-hours and weekends. Given recent incidents in the San Francisco Bay Area, it has become clear that the need for prompt emergency response is the most critical in the city of San Francisco. To address this need, the parties discussed a six-month pilot of second-shift work schedules in San Francisco Division to cover off-hours Monday through Friday. During the course of the pilot, a joint committee will review the effectiveness of the work schedules in responding to emergencies, and make recommendations for modification if necessary.

Pursuant to Subsection 202.16(b) of the Physical Agreement, the parties discussed a work schedule to be established and staffed in the San Francisco headquarters as follows:

Work Schedule The regular workweek will consist of five days, Monday – Friday. Regular work hours are 12:00 p.m. – 8:00 p.m.

Staffing The new schedule will be staffed with one 2-person unit consisting of a Gas Crew Leader-Welding and a Fieldperson, and one single-person unit with a Gas Crew Leader-Welding. Gas Crew Leaders - Non-welding who is journeymen may also fill this schedule.

Company will initially offer the new work schedules to volunteers from Gas T&D employees in the San Francisco headquarters. Any vacancies created by volunteers will be filled via Section 205.7 bidding procedure. In addition, Company continues to actively recruit and fill vacancies in this department and headquarters. If there are insufficient volunteers from the headquarters to staff the new schedules, Company will fill the shift via Section 205.3, by offering the temporary assignment to qualified pre-bidders within the Bidding Unit residing within a commutable distance. If there are still insufficient volunteers, the parties will meet to discuss next steps.

At the conclusion of this pilot, should the parties agree to implement the schedule on a regular basis, the volunteers on the schedule will be offered the first opportunity to accept it on a regular basis.

Compensation A premium of 5% of the base hourly wage rate will be paid to employees while they are working on this schedule. In addition, the second shift premium will apply in accordance with Title 110 of the Physical Agreement.

Qualifications All employees accepting this schedule will be considered "Emergency Responders" and will be respirator-qualified in accordance with Letter of Agreement 99-76. Employees will maintain the respirator qualification while on this schedule. Any employees temporarily assigned to this schedule or working this schedule on an overtime basis will also be respirator-qualified.

Job Duties In order to be readily available to respond to emergencies, employees on this schedule will perform "drop and go" duties such as: valve maintenance; short-order locates; leak investigations; re-checks on backlogged leaks; above-ground repairs and other short duration work that can be left safe.

Replacing an Absent Employee In the event that an employee on the second shift is absent due to sick leave, vacation, etc., for less than one week, Company will fill the vacant shift via the local Prearranged Overtime procedure. In the event an employee on the second shift is absent for one week or more, Company may assign an employee to fill the vacant shift. That employee will be paid in accordance with Subsection 202.17 (b). All employees filling the second shift, even on a temporary basis, shall be respirator-qualified.

This proposal has been discussed with Assistant Business Manager Joe Osterlund and Business Representative Landis Marttila.

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

September 27, 2012

By: /s/ Tom Dalzell
Tom Dalzell
Business Manager