



# LETTER AGREEMENT NO. 12-49-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

October 17, 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 connection with the planned relocation of personnel within the Gas Operations department, the Company is relocating support personnel from the General Office headquarters to the Bishop Ranch headquarters, 6121 Bollinger Canyon Road, San Ramon. As part of this move, five Administrative and Technical (A&T) employees will be relocated to that headquarters. The parties agree that pursuant to Section 18.17 of the Clerical Agreement to reclassify the below affected employees to IBEW bargaining union positions as follows:

1. Classification

G.O. Gas Operations to San Ramon

<b>Employee</b>	<b>Current Classification</b>	<b>Current Hourly Salary</b>	<b>IBEW Classification</b>
Cabiles, Rowena M	<i>Administrative Clerk, Senior</i>	\$28.85	Operating Clerk
Caccam, Joeleen	<i>Administrative Clerk, Senior</i>	\$29.81	Operating Clerk
Newman, Susan	Secretary	\$32.90	Operating Clerk
Reed, Cecilia	Secretary	\$32.14	Operating Clerk
Velez, Erminia	<i>Administrative Clerk, Senior</i>	\$32.99	Operating Clerk

Effective January 1, 2013, the above employees will be considered to be in the Clerical Operating Line of Progression. The positions will be aligned with the newly created Operating Clerk position, San Ramon Bishop Ranch headquarters.

The seniority of the employees shall be determined in accordance with Section 17.3. Should clerical bargaining unit employees at the headquarters be affected by any Title 19 activity, the provisions of Exhibit I shall apply.

The above employees' operating clerical positions will not be downgraded as a result of the Clerical Job Evaluation System as long as they remain in the position.

Future clerical vacancies in this Department will be filled in the normal Operating Line of Progression, with the actual classification determined by the agreed-to Clerical Job Evaluation System, in accordance with Title 18.

2. Wages

Wages will be determined in accordance with Section 13.3. for placement in to the following Operating Clerk wage scale effective January 1, 2013:

Start	27.32
End 6 Mo	28.93
End 1 Yr	30.51
End 18 Mo	31.40
End 2 Yr	32.29
End 30 Mo	33.19
End 3 Yr	34.08
End 42 Mo	34.97
End 4 Yr	36.19

3. Benefits

The employees will be provided a bargaining unit enrollment packet given their change in status for making 2013 elections once placed in to the Operating Clerical classification.

4. Hours

The employees will continue to work their current schedule. Any alternate work schedules will be agreed to via a letter of agreement.

5. Bidding/Demotion Unit

This Operating clerical position will be included in Bidding Unit 1, Bidding Area 4 and Demotion Unit 1, Demotion Area 4.

6. Testing

These employees previously met the requirement to pass the Clerical Test Battery and will not be subject to the typing requirements.

This proposal has been discussed with Senior Assistant Business Manager Dorothy Fortier.

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

October 23, 2012

By: /s/ Tom Dalzell  
Tom Dalzell  
Business Manager