



LETTER AGREEMENT NO. 12-66-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P.O. 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

December 20, 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:

Pursuant to discussions during 2011 General Negotiations, the Company proposes that an ad hoc committee be established to review and update the Title 200 and Title 300 Electrical Technician job descriptions to include duties as appropriate as soon as possible. Upon agreement on the revised job descriptions, a wage increase of 4.1% will be made to the Title 200 and Title 300 Electrical Technician classifications. This wage adjustment will be retroactive to August 1, 2012. In addition, the parties will use the updated job description to perform a joint benchmarking study, in conjunction with a Compensation professional, for the Electrical Technician classifications among the Western states investor-owned utilities. The benchmarking study will include duties performed by Electrical Technicians in all departments (Substation, Power Generation). A joint benchmarking study will also be performed for the duties of the Telecommunications Technician classification. The concept of creating a separate Hydro Technician classification will be discussed in the separate Hydro ad hoc negotiating committee. This agreement cancels and supersedes Letter of Agreement 11-46.

A 5% differential will be established between the new rate for the Electrical Technician classifications and the top step of their respective Crew Leader classifications. In addition, a 5% differential will be established between the top step of Electrical Technician Crew Leader (Title 200) and Technical Crew Leader A-Not Gas (Title 300).

In order to address additional wage compression issues caused by the above adjustments, the parties agree to the following: 1) Combine the start rate with the 6-month rate into a single rate for the Electrical Technician Crew Leader-Helms (50232070 0758). 2) Combine the Technical Crew Leader B – Not Gas (50253774 1607) classification with the Technical Crew Leader A – Not Gas (50253773 1606) classification. All incumbent Technical Crew Leader B will be reclassified to Technical Crew Leader A. 3) Combine the start rate with the 6-month rate for the Telecommunications Crew Leader, and increase that single rate to match the Title 200 Electrical Technician Crew Leader rate.

Adjusted 2012 rates of pay are as follows.

Classification	2012 Wage	Adjusted Wage	Description
50010405 2400 Electrical Technician 50010408 2403 Unassigned Electrical Technician	\$45.84	\$47.72	4.1% increase
50010196 0752 Electrical Technician Crew Leader	Start \$47.90 6 mo. \$49.06	----- \$50.11	5% over new Elec Tech rate

50010407 2402 Electrical Technician – Helms	Start	\$48.13	\$50.11	4.1% increase and maintains Helms premium. 4.1% increase (1 year at Helms)
	1 yr.	\$49.28	\$51.30	
50232070 0758 Electrical Technician Crew Leader-Helms	Start	\$50.31	\$52.62	Start rate maintains Helms premium (5% over 6 mo. rate of Elec Tech Crew Leader). Eliminated 6 month step. 1 year at Helms rate is 5% over new Elec Tech-Helms rate.
	6 mo.	\$51.52	-----	
	1 yr. H	\$52.73	\$53.87	
50010395 2387 Electrical Technician -GC		\$48.14	\$50.11	4.1% increase
50253773 1606 Technical Crew Leader A - Not Gas		\$51.50	\$52.62	5% over new Elec Tech rate <u>and</u> 5% over Title 200 Elec Tech Crew Leader. Combined Technical Crew Leader A and B into one classification and rate.
50010410 2407 Telecommunications Crew Leader	Start	\$47.89	\$50.11	Combined start rate with 6-month rate and increased to match Electrical Technician Crew Leader
	6 mo.	\$49.06		

The Company also proposes to establish a 5% differential between the Electrician-Switching (0494) and the top step of Electric Maintenance Crew Leader (0750).

50010194 0750 Electric Maintenance Crew Leader	Start	\$45.30	----	5% over Electrician-Switching rate
	1 yr.	\$46.40	\$47.73	
50010195 0751 Electric Maintenance Crew Leader – Helms	Start	\$47.56	----	Maintain current Helms differential
	1 yr.	\$48.72	----	
	1 yr. H	\$49.89	\$51.31	

Once revised job descriptions are agreed to, these wage increases will become effective upon completion of SAP programming, and will be retroactive to August 1, 2012.

This proposal has been discussed with Assistant Business Manager Robert Dean.

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/ Carol L. Pound for

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

December 27, 2012

By: /s/ Tom Dalzell

Tom Dalzell
Business Manager