



LETTER AGREEMENT NO. 13-20-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

April 5, 2013

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:

The Company and Union have discussed the Gas Operations 2013 staffing plan which includes a need to fill over 400 IBEW bargaining unit positions by year-end. To support this hiring effort, the parties' discussed additional means of identifying internally qualified personnel when filling certain above entry level vacancies in the Gas Department, who would not otherwise have been considered under Title 205 and Title 305 of the Physical Labor Agreement. Specifically, the Company proposes to conduct a 1 year pilot that provides preferential consideration to an additional group of existing employees, thus increasing their career advancement opportunities and also expediting the filling of these vacancies prior to the Company posting these higher level positions externally. This proposed agreement does not modify the language under Title 106 Status.

To facilitate this alternative staffing for filling Title 300 Fieldperson-GC Gas and Title 200 Fieldperson vacancies, pursuant to Section 205.19, the Company will proceed as follows after exhausting bid lists under Title 205 and 305 of the Labor Agreement and before considering the vacancy released to fill through the unrestricted appointment process:

Title 200

- Utility Workers-Gas with more than six months, but less than one year of continuous Service will be given preferential consideration under Title 205.
- Utility Workers-Gas with less than six months of continuous Service in the next lower classification may be placed at Company's discretion.

T300 – Prioritization:

- Qualified employees with less than 6 months continuous Service. Employees must complete and have on file a Temporary/Permanent (TP) Upgrade Sheet and will be considered for promotion under Section 305.5.

Given this temporary pilot, the Company and Union will make every effort to communicate this change to hiring managers and employees to ensure understanding of this modified staffing model. This pilot will be effective for one year following the signing of this agreement, and as soon as practicable following communication of this change. The parties will also establish a joint committee to review any issues that arise from this agreement. Consistent with the general intent of promoting employees who are qualified by knowledge, skill and efficiency and are physically able to perform the duties of the job, the committee may, if necessary, review other above entry level vacant positions within Title 200 and Title 300 Gas Departments that are not filled under the provisions of Title 205 or Title 305 to determine opportunities for qualified employees to fill such vacant positions.

Either the Company or Union may cancel this agreement by providing 30 days advance written notice.

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

April 9, 2013

By: /s/ Tom Dalzell
Tom Dalzell
Business Manager