



LETTER AGREEMENT NO. 13-30-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 19, 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:

Since late 2011, employees in the Troubleman classification were issued hybrid fuel vehicles to use in the course of their work. Since the parties have previously agreed to vehicle take-home policies for Troublemens, this means that in many cases the hybrid vehicles must be charged at the employees' residences once they return home from work.

In order to compensate employees for electricity usage at their personal residence, Company proposes that eligible employees in the Troubleman (2540 50010432) classification who are able to safely charge their vehicles at home will be reimbursed \$15 per month of usage. In order to receive the payment, employees eligible for reimbursement must submit the expense for approval through the Concur expense system in accordance with Corporate Standard S10: Employee Business Expenses and Travel or any governing policies that may take its place, to be approved by their supervisor. No receipts or documentation will be required when submitting this claim.

Before commencing to submit claims for this reimbursement, the employee's supervisor must confirm that the employee is able to safely park and charge the vehicle at their personal residence. Employees will not be eligible for the payment during months when they are on extended vacation, extended sick leave, leave of absence, temporary upgrade or any other reason when they are not driving the hybrid vehicle. Any expense submitted during this time will not be approved.

The parties agree that the monthly payment will be retroactive to January 1, 2012. Eligible employees will be allowed to submit a \$15 claim via the Concur expense system for each month they drove the vehicle and charged it at home since January 1, 2012 to present. These retroactive claims can be submitted all on one report, and must be submitted into Concur no later than July 1, 2013. After July 1, 2013, employees are expected to submit one reimbursement request each month they are eligible for the \$15 payment.

This reimbursement process will begin as soon as this agreement is executed. As the technologies, circumstances or costs related to charging hybrid vehicles change, the parties agree to meet to discuss any impact to this arrangement.

Effective July 1, 2013, Company and Union may agree to include employees in classifications other than 2540 Troubleman who incur costs for charging hybrid vehicles at their residences, including Transmission Troubleman (2535 50010), Transmission Cableman (2290 50010381) and Compliance Inspector (0998 50010227).

This proposal has been discussed with Assistant Business Manager Joe Osterlund. This agreement may be cancelled by either party with 30 days 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

May 6 , 2013

By: /s/ Tom Dalzell
Tom Dalzell
Business Manager