



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 14-09-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.44010

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

February 21, 2014

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:

Due to recent increases in hiring and increased training requirements, the Company proposes pursuant to Subsections 202.16 (b) and 302.7 (e) (2) the flexibility to establish a temporary second shift for training purposes at various training locations. This alternate shift provides the Company the flexibility to absorb additional training when needs exceed capacity for normal class hours of 7:00 a.m. to 3:30 p.m. The second shift training hours will be 3:30 p.m. to 12:00 a.m. and employees attending class on this shift will be paid the second shift premium, but will not be paid overtime compensation for this hours change. For the purposes of this agreement second shift training assignments shall be one week or more and will require 7 days advance notification. Pursuant to this agreement the parties will continue discussions with respect to second shift training sessions that require less than a full week on a case by case basis


Company further proposes that the employees who sign up for the training will be placed into the class on a first-come, first-serve basis through the electronic enrollment process with the following exception: Employees who are required to successfully complete specific training in order to be qualified for a vacancy pursuant to Title 205 or Title 305 shall receive preferential consideration based on Company seniority for placement into a training class. The students will be able to pick the first or second shift, however local supervision will make the final decision given operational needs and with proper notification to the affected students. Students on the backlog list will be asked if they want to be placed into an open slot in the schedule.

This agreement will be in effect until December 31, 2014 unless one of the parties cancels this agreement by providing 30 days' written notice of cancellation prior to that date.

If you agree, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

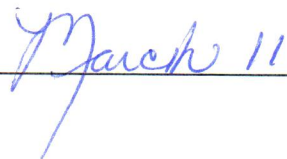
PACIFIC GAS & ELECTRIC COMPANY

By: 

Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO


_____, 2014

By: 

Tom Dalzell
Business Manager