



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 14-16-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4401

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

March 26, 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:

The Company and Union are continuing to discuss wages in the Electric Maintenance line of progression. While these discussions continue, the parties have separately met to review the wage placement of Don Laurie, a Title 300 Electrician, into a Title 200 Apprentice Electrical Technician vacancy. As a Title 300 Electrician, Mr. Laurie's current wage rate is \$48/hour. If Mr. Laurie is placed into the entry level rate of a Title 200 Apprentice Electrical Technician, his wage rate would be reduced to \$40.53/hour.

The parties noted that the Electric Maintenance Job Definitions and Lines of Progression provide for Title 200 Electricians (\$45.70/hr) bidding to a Title 200 Apprentice Electrical Technician vacancy to be placed at the top wage step (\$45.28).

The parties discussed the difficulty in filling Apprentice Electrical Technician vacancies and have agreed to place Mr. Laurie at the top step of Apprentice Electrical Technician.

This agreement is without precedent.

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

By: _____

Tom Dalzell
Business Manager

April 1, 2014