



LETTER AGREEMENT NO. 13-22-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

May 10, 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:

This confirms recent discussions between the Company and IBEW Local 1245 regarding current staffing levels. Previous hiring patterns and an unprecedented level of investment in the gas and electric infrastructure have resulted in high levels of overtime and contracting. The parties have agreed to address staffing in this agreement as noted below.

A. Gas Operations

Based on current workload projections, Gas Operations expects to fill 1,350 IBEW-represented positions from 2013-2016.

2013 – 400 new hires or jobs awarded internally from employees outside Gas Operations

2014 – 400 new hires or jobs awarded internally from employees outside Gas Operations

2015 – 400 new hires or jobs awarded internally from employees outside Gas Operations

2016 – 150 new hires or jobs awarded internally from employees outside Gas Operations

Gas Operations will deploy a dedicated Program Management Office (PMO) to manage hiring, training, on-boarding, logistics and progression.

B. Electric T&D

In Letter Agreement 12-14, the Company agreed to hire 60 Pre-Apprentice Lineman positions in 2012 and 2013. From 2014-2016, the Company agrees to hire the maximum number of Pre-Apprentice Linemen that it can hire without exceeding the ratio below. In no event will the Company be required to hire more than 100 Pre-Apprentice Linemen in any year, unless the ratios so permit and the Company determines in its sole judgment that operational needs would be suited by hiring more than 100 pre-Apprentice Linemen.

Agreed to Ratios:

Title 200 – 1 cold apprentice per Electric Crew Foreman (excluding small yards where the parties agree that an apprentice would not receive adequate training); 1 additional hot apprentice not to exceed 1 hot/cold apprentice per 2.5 journeymen.

