



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 09-11-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CA 94177
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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 27, 2009

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 2547
Vacaville, CA 95687

Dear Mr. Dalzell:

Pursuant to the Neutrality Agreement, a majority card count was conducted on February 1, 2008 resulting in the recognition of IBEW to represent the Environmental Field Specialist unit. A bargaining committee met several times from March 19 through December 9 to reach agreement on the ten topics subject to negotiations. The following details the agreement of the parties.

These positions will be covered by the IBEW Physical Agreement and those Titles and Exhibits, as appropriate, for exempt Region or General Office employees.

Job Descriptions – The job descriptions are not intended to be all inclusive, other duties may be assigned.

Environmental Field Specialist (EFS): Monitors routine and emergency activities with potential environmental impacts. Provides professional consultation, advice, direction, and training to Company personnel and contractors for compliance activities with internal Company policies as well as all external regulatory agencies. Will be required to staff and respond to field queries related to Company emergencies (physical visits may be required) on an after hours phone advice line on an as needed basis. Emergency field responses may be required at any time as determined to be necessary. Must possess and maintain a valid California Driver's License; frequent driving required. Environmental Field Specialist duties encompass environmental compliance activities related to:

- Facility Management
- Training and Coaching of Employees and Contractors
- Emergency Response
- Permit Support
- Focused Assessments
- Project Support
- Budget Management
- Agency Inspection Support
- Information and Data Management
- Internal Audits and Environmental Reviews
- Contingency Plans
- Compliance Communication
- Site Remediation Support

The EFS is responsible for preparing and communicating line of business environmental compliance and financial performance data that is specific to that line of business as appropriate.

The EFS is also responsible for maintaining and updating the Company's EMS database regarding completed inspections, deficiencies, emergency response incidents, and corrective action plans as well as future timelines for inspections and requirements for Company compliance.

Senior Environmental Field Specialist (Sr. EFS): Senior Environmental Field Specialist performs all of the duties of the EFS and contributes significantly in developing company procedures, guidance, specifications and guidelines. Maintains lead role in environmental regulatory agency communications and negotiations. Effectively defines and manages large or complex projects or tasks and adequately addresses resources when planning work scopes. Performs assignments of broad scope and high complexity, with few precedents or standards established, and which require integration of information from a variety of sources. Routinely applies extensive knowledge of technical principles, practices and regulatory requirements within one or more areas of expertise to resolve complex problems. May act as a mentor to Journey level employees and educate PG&E personnel on technical issues.

Consulting Senior Environmental Field Specialist (Cons. EFS): The Cons. EFS will perform all of the duties of a Sr. EFS and EFS and frequently manages projects of high visibility and high potential liability and exposure to the Company. Performs assignments of broad scope and high complexity, with few precedents or protocols and which require integration of information from a variety of sources. Routinely applies extensive knowledge of technical principles, practices and/or regulatory requirements to resolve complex problems. Will be required to mentor, train and provide technical guidance as a mentor to other technical professionals in the Company.

Hours of Work

The Specialists currently work a 9/80 schedule, 36 or 44 hours each week. Since the work hours of exempt employees may vary on any given day, it is expected that they may be required to work for more than nine hours on a workday or to work on a non-workday as the occasion demands. Continuation of the 9/80 schedule is contingent on the employees' commitment to being available as described in the previous sentence and on their RDO for such events as:

- Department meetings
- Urgent client needs
- Calls or situations that cannot be handled by the designated on-call Specialist or another Specialist

The 9/80 schedule may be cancelled by either party with 30 days written notice. At the end of the notice period, the employees will be placed on a Monday-Friday, 8-hour per day schedule.

Job Qualifications

A detailed list of competencies and technical abilities for all Specialist levels is contained in the document titled "PG&E – Environmental Services, Job-Level Advancement Criteria for Non-Supervisory Progression".

Specialist

Specialists must possess intermediate knowledge and understanding of environmental laws and regulations that pertain to job responsibilities of advising internal clients and working with external regulators, customers, and others. Oral and written communication must be understandable, analytical and influential as needed. Must be able to work through non-recurring situations to appropriate solution in a timely manner.

Must have 4-6 years of relevant industry or resource agency experience (or less if employee consistently demonstrates distinguished performance) and/or Company experience on small-moderate sized projects with minimal complexity.

Must hold a four-year BS/BA degree in appropriate technical discipline with direct application to current job responsibilities or possess sufficient experience in subject area of job responsibilities as to be considered roughly equivalent to academic training in that discipline.

The employee must possess valid California Driver's License.

Sr. Environmental Specialist

In addition to the qualifications of the EFS, the Sr. EFS possesses extensive knowledge of standards, laws, and regulations that pertain to current job responsibilities and has demonstrated skills on the development and application of technical information to meet these requirements.

Eight -10 years relevant experience (or less if employee consistently demonstrates senior level performance). Experience as lead on large-scale and complex Company projects.

Typically applies extensive knowledge of above concepts, principles and practices in a specific discipline, field or area of expertise to independently resolve complex problems. Expertise recognized by peers inside and outside the Department.

Works independently with only broad oversight in most assignments provided by upper management as to a desired outcome and provides direction to others. Seeks to take ownership of complex problems and develop solutions with broad applicability.

Is able to contribute significantly in developing Company procedures, guidance and specifications. Maintains a lead role in environmental regulatory agency communications and negotiations.

Holds a four-year BS/BA degree in appropriate technical discipline with direct application to current job responsibilities or possesses sufficient experience in subject area of job responsibilities as to be considered roughly equivalent to academic training in that discipline.

If available in area of technical discipline, holds current professional registration with direct application to current job responsibilities (e.g., professional engineer, geologist, certified engineering geologist, environmental assessor, certified hazardous materials manager, industrial hygienist, etc.) desired.

Sr. Consulting Specialist

In addition to the above, the Sr. Consulting Specialist is widely recognized within PG&E as an expert on the application of laws, regulations, or standards to meet Company requirements and is recognized both within and outside of PG&E as a leader/expert in one or more technical disciplines related to job responsibilities. Has 15+ years of relevant experience (or less if employee consistently demonstrates consulting level performance and has a minimum of 5 years as a Senior). Experience as lead on multiple large and complex Company projects that are "high profile" in nature and carry political or other risks for the Company.

Advanced degree (MA, MS, or PhD) in applicable field (or post-graduate work showing successful completion of a minimum of 30 units/credits of coursework in a relevant field) or lead author of published articles in peer review journals, or leadership role in one or more professional organization related to area of expertise required.

If available in area of technical discipline, holds current professional registration with direct application to current job responsibilities (e.g., professional engineer, geologist, certified engineering geologist, environmental assessor, certified hazardous materials manager, industrial hygienist, etc.) required.

Educational Assistance

The provisions of Exhibit I of the Agreement shall apply to the EFS employees. The annual limit, as described in paragraph E of the Payment in Advance section, shall be \$6,000 per employee per calendar year. There may be IRS tax implications for amounts exceeding \$5,250 per year.

Performance Standards

Pursuant to Section 7.1, Company may establish performance standards and complete performance evaluations annually on employees, on a timeline consistent with the current performance appraisal process for non-represented salaried employees, resulting in a common PSI (Progressive Salary Increase) date, currently March 1. The performance standards and performance appraisal process may be modified by the Company from time to time.

If an employee's rate of improvement and level of performance warrant it, a PSI of not less than 5% shall be granted until the employee reaches the top of the salary range. If the rate of improvement and level of performance do not warrant a PSI, none will be granted.

In general, the evaluations will not be subject to the grievance procedure nor be used to either support or challenge disciplinary action. However, performance evaluations that result in the withholding of the PSI may be subject to the grievance procedure only to determine that they are factual.

Overtime Eligibility

These are exempt positions and overtime is not required under the Fair Labor Standards Act or California Wage and Hour Laws. However, exempt employees will be eligible for compensation at the straight-time rate of pay for work beyond normal work schedules, consistent with the Company's policy about pay for additional time worked for management employees, subject to the conditions below:

1. Employee receives prior authorization from a supervisor, manager or director within the department to work beyond normal daily work schedule or on a non-workday to meet critical work requirements.
2. Employee works at least two hours beyond the normal daily work schedule, or works on a non-workday. On normal workdays, only the time beyond the initial two hours beyond the normal work schedule will be compensated. On non-workdays, all time worked will be compensated.
3. Employee is not eligible for any other type of special incentive to offset additional time worked.
4. In addition, all Specialists shall be eligible for one hour of straight time pay for each client call worked outside of regular work hours within the following guidelines:
 - i. Any number of calls received within a 1 hour timeframe would equate to 1 hour of straight time pay.
 - ii. Item 4 applies only to situations where the end of the workday has passed and the employee is no longer at work. If an employee is still within 2 hours of the end of the workday and at work, Items 1-3 apply.
 - iii. Some situations will need to be assessed as they occur to determine if additional time worked will be paid.

Employees are to report all time worked. See also section on Rate of Pay/Compensation.

Line of Progression for Filling Vacancies

Pursuant to the enabler, Section 205.19, the parties agree to system-wide bidding. Employees in the “next lower” or “same or higher” classification to the vacancy shall be considered equally pursuant to Section 205.14.

If there are No Qualified Bidders, the vacancy may be filled by Company at its discretion with an internal or external candidate.

Next Lower	Same or Higher
<u>Consulting Senior Environmental Field Specialist</u>	Consulting Sr. EFS
Senior Environmental Field Specialist	
<u>Senior Environmental Field Specialist</u>	Consulting Sr. EFS
Environmental Field Specialist	Sr. EFS
<u>Environmental Field Specialist</u>	Consulting Sr. EFS
	Sr. EFS
	EFS

Reverse Line of Progression for Lack of Work Reductions

In the event of a reduction in staff due to lack of work, the provisions of Title 206 will be followed, using the RLOP below. The parties may meet in advance of notice to employees to discuss and/or negotiate changes to the process based on the situation at the time.

Consulting Senior Environmental Field Specialist may displace the least senior Consulting Senior Environmental Field Specialist or may demote and displace the junior Sr. Environmental Field Specialist.
Sr. Environmental Field Specialist may displace the least senior Sr. Environmental Specialist or demote and displace the junior Environmental Field Specialist.
Environmental Field Specialist may displace least senior Environmental Field Specialist.

Seniority Application

Company Service as defined in Section 106.3 and Subsection 106.5(a).

Timing of Benefits Conversion

Conversion from FLEX benefits to the bargaining unit platform shall occur on the first of the month following ratification of this agreement or if ratification occurs too late in the month to make the conversion, conversion shall occur the first of the next month.

Compensation - In no event will any pay adjustment result in an employee’s salary exceeding the salary range maximum.

1) **2008 Salary Ranges and Pay increases**

Job Title	Pay Range for 2008	Minimum	Maximum
Environmental Field Specialist		\$67,900	\$82,200
Environmental Field Specialist, Senior		\$78,800	\$95,100
Consulting Environmental Field Specialist, Senior		\$86,900	\$104,600

Employees to receive a 3.75% base pay increase retroactive to January 1, 2008.

- a. To be processed the first of the month following ratification as soon as practicable.

- b. Pay may not exceed maximum of 2008 pay range. Employees whose current pay is over the maximum of the pay range
 - 1. will be "grandfathered", that is, their pay will be frozen until the salary range catches up with their current pay.
 - 2. will be eligible for a GWI lump sum payment.
- c. If employee will go over range maximum with this 3.75% increase, the difference will be paid in a lump sum payment. The lump sum payment will be equivalent to the amount over the range maximum.

2) 2009 Salary Ranges and Pay Increases

Job Title - Pay Range for 2009	Minimum	Maximum
Environmental Field Specialist	\$70,300	\$ 85,000
Environmental Field Specialist, Senior	\$ 84,700	\$ 102,000
Consulting Environmental Field Specialist, Senior	\$ 94,100	\$ 113,000

- a. The 2009 salary ranges are based on the 50th percentile of market data.
- b. Employees' pay will at least be adjusted by the negotiated General Wage Increase (GWI) of 3.75% effective January 1, 2009, if ratified on the first ballot and by April 24, 2009.

3) 2010 and Annually Thereafter Salary Ranges and Pay Increases

- a. Beginning in 2010, movement of salary ranges will be based on the negotiated General Wage Increase (GWI).
- b. For an employee whose pay is below the top of the salary range, a Progressive Salary Increase (PSI) of not less than 5% shall be granted if an employee's rate of improvement and level of performance warrant it, until the employee reaches the top of the salary range. If the rate of improvement and level of performance do not warrant a PSI, none will be granted. The PSI will be granted annually on a common date consistent with the process for non-represented salaried employees, currently March 1, 2010. If, at the time the PSI is granted, an employee has been in the classification for less than 12 months, the PSI will be pro-rated.

Incentives

Employees will be included in the Company's Short Term Incentive Plan (STIP) that is established for each plan year. Participation will be based on the Company's STIP administrative guidelines, as modified by Company from time to time.

4) One-Time Base Pay Equity Adjustment

This proposal provides a one-time equity base pay adjustment for longer time-in-position employees to maintain competitiveness compared to lower time-in-position employees. This will address the issue of internal pay compression caused by newer employees with higher salaries than employees with longer time in the position. This adjustment will be effective the first of the month following ratification.

The 2007 performance rating must have been Meets/Proficient or higher to be eligible for equity adjustment.

There are 7 employees, all Sr. Specialists, who meet the criteria for an equity adjustment.

Mr. Tom Dalzell

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March 27, 2009
L/A 09-11-PGE

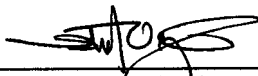
Salaries will be effective upon the implementation date, which is the first of the month following ratification, or if ratification occurs too late in the month to make the conversion, conversion will be effective the first of the next month.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided 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 accord with the foregoing and agrees thereto as of the date hereof.

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

_____ **May 5** _____, 2009

By: _____



Tom Dalzell
Business Manager