



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. 09-25-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
MAIL CODE NZZ  
P. O. BOX 770000  
SAN FRANCISCO, CA 94177  
(415) 973-4310

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

STEPHEN RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

May 14, 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:

Due to the recent relocation of personnel within the Transportation Services Department, the Company has shifted certain work performed in the General Office headquarters to our San Ramon facility located at 3400 Crow Canyon. As part of this move, the following Administrative and Technical (A&T) clerical staff were relocated. The parties agree that pursuant to Section 18.17 of the Clerical Agreement to reclassify three of the relocated non-bargaining unit employees and/or positions as follows:

1. Classifications

<u>Employee</u>	<u>Current Classification</u>	<u>Current Salary</u>	<u>IBEW Classification</u>
Manual S. Abad	Senior Service Representative-Gar	29.85	Operating Clerk
Daryl S. Birch	Administrative Clerk	26.40	Operating Clerk
Lakresha Jenkins	Administrative Clerk	21.59	Operating Clerk
Catherine Yip	Fleet Registration Specialist	n/a	n/a

The three incumbents referenced above will be considered to be in the Clerical Operating Line of Progression effective April 15, 2009. Company will establish these positions as a New Job at a Headquarters "for information only".

The Company believes the Fleet Registration Specialist position should retain non-bargaining unit status based on the required qualifications and responsibilities of that position. The Company and Union are not in agreement regarding this issue and the Union reserves the right to pursue the matter through the grievance procedure or other appropriate channels.

The seniority of the employees shall be determined in accordance with Section 17.3. Should clerical bargaining unit employees at the headquarters be affected by any Title 19 activity, the provisions of Exhibit I shall apply.

These clerical positions and incumbents listed above will not be downgraded as a result of the Clerical Job Evaluation System as long as the incumbents remain in their current positions.

Future clerical vacancies in this Department will be filled in the normal Operating Line of Progression, with the actual classification determined by the agreed-to Clerical Job Evaluation System, in accordance with Title 18.

2. Wages

The employees listed above will be reclassified to Operating Clerk and have the same wage rate as Operating Clerk (50010450) effective April 15, 2009. They will be slotted into the first step of the Operating Clerk wage progression which is higher than the employee's present wage rate. An employee who has previously accumulated sufficient time in the classification will be granted credit for that time towards advancing in the wage progression. The existing Operating Clerk 2009 wage scale is as follows:

Start	24.57
End 6 Mo	26.01
End 1 Yr	27.44
End 18 Mo	28.24
End 2 Yr	29.05
End 30 Mo	29.85
End 3 Yr	30.65
End 42 Mo	31.45
End 4 Yr	32.55

Consistent with Short Term Incentive Plan (STIP) eligibility and participation guidelines and policies, these employees will not be eligible for any 2009 pay-out.

3. Benefits

The employees listed above are currently participating in the Flex Benefit Plan for calendar year 2009. As a result of their change in status to bargaining unit, they will be provided new enrollment packets for making revised selections for medical insurance, dental insurance, vision insurance, participation in the healthcare and or dependent care reimbursement programs, and life insurance as bargaining unit members. Any unused flex days and unused flex dollars will be paid out to the employee.

4. Hours

Effective following the signing of this Agreement, work schedules will be determined by each employee's supervisor in accordance with the Clerical Labor Agreement. Any alternate work schedules will be agreed to via a letter of agreement.

5. Bidding/Demotion Unit

These Operating clerical positions will be included in Bidding Unit 1, Bidding Area 4, Demotion Unit 1, and Demotion Area 4.

6. Testing

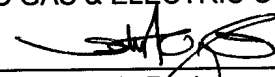
The incumbents listed above previously met the requirement to pass the Clerical Test Battery and will not be subject to the typing requirements.

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

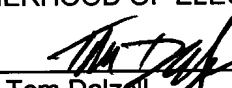
By: \_\_\_\_\_

  
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

By: \_\_\_\_\_

  
Tom Dalzell  
Business Manager

\_\_\_\_\_, May 22, 2009