



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 09-46-PGE

IBEW



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

October 30, 2009

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 proposes, pursuant to Section 206.12 of the Physical Labor Agreement, a voluntary severance offering within Materials Operations. There is currently a lack of work in the department, and it is hoped that a voluntary severance offering will avoid the need to implement the Title 206 displacement process.

The overall number of severances will be capped at ten (10) with the maximum number for each affected Demotion Area or Materials Distribution Center as shown below:

- 1 -Demo Area 2 (Oakport)
- 1- Demo Area 6 (San Francisco) and Demo Area 7 (Colma and Martin) combined
- 1- Demo Area 10 (Clearlake Highlands, Lakeport. Ukiah)
- 1- Demo Area 13 (Placerville, Sacramento) and Demo Area 14 (Rio Vista, Vacaville, West Sacramento, and Woodland) combined
- 1- Demo Area 15 (Chico)
- 1- Demo Area 20 (Stockton, Tracy, Los Banos, Manteca, Jackson, Angels Camp)
- 1- Demo Area 26 (San Jose, Edenvale, & Cinnabar)
- 2- Fremont Distribution Center
- 1- Marysville Distribution Center

Eligible employees will be advised of this opportunity and will be provided a voluntary election form and 14 calendar days to express their interest. Eligible employees will be Title 200 Materials Warehouse employees, with regular status and at least one continuous year of service, headquartered in the Demotion Areas or Materials Distribution Centers identified above.

Employees will be advised that they may rescind their voluntary election form during the consideration period, but the form becomes irrevocable at the close of the volunteer process and no additional voluntary severance forms will be accepted after that date.

The Company currently provides work for Quest, a community based program which provides paid work and training to developmentally disabled adults. The Company proposes that the work provided to Quest be continued and not be affected by this reduction.

If after the voluntary severance process is completed, the Company determines that a Title 206 displacement action is needed, the parties will meet prior to any displacement activities to discuss ways of minimizing employee disruption and to ensure compliance with Letter Agreement 99-72.

The Company has discussed this Letter of Agreement with Assistant Business Manager Ken Ball.

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

11/5/09, 2009

By: 

Tom Dalzell
Business Manager