



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 12-54-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
MAIL CODE N2Z  
PO 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

October 25, 2012

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:

PG&E continues to experience a high turnover of employees in the Locate & Mark (L&M) function as 60 employees in the Fieldman classification have moved to other positions since January 1, 2012.

While leak survey work is not "peak" work as referenced in Letter Agreement 09-41, the Company is requesting the Union's agreement to temporarily utilize contractors to supplement our L&M workforce due to high turnover levels and the need to meet requested customer timelines. The Company will use contractors signatory to IBEW Local 1245 to perform L&M duties through December 31, 2012. After review of Gas T&D staffing levels the parties may mutually agree to extend this agreement through March 31, 2013.

The Company will offer Gas T&D employees who are OQ in Locate & Mark duties a minimum of 20% overtime while contractors are working in their headquarters and/or service territory.

This proposal has been discussed with Assistant Business Manager Joe Osterlund.

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,

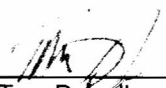
PACIFIC GAS & ELECTRIC COMPANY

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

November 9, 2012

By:   
Tom Dalzell  
Business Manager