



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 13-13-PGE

IBEW



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

February 28, 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 proposal cancels and supersedes Letter of Agreement 13-10. Company proposes to modify the vacation scheduling provisions in Section 8.13 of the Clerical Agreement and Section 111.13 of the Physical Agreement with the following provisions related to and in conjunction with the long standing practice of providing paid religious observance time off:

1. At Company's discretion management may grant employees one occasion of up to four hours of paid time off per calendar year for the purpose of religious observance.
2. Requests for religious observance time off must be made at least five days in advance. Such requests will be approved unless there are overriding operational needs.
3. Hourly paid employees may request vacation pay in increments of one hour or more to supplement the remainder of the day off in connection with religious observance time off.
4. Monthly paid employees may request vacation pay of four hours or more to supplement the remainder of the day off in connection with religious observance time off.
5. Paid time off, including religious observance and vacation pay, may not exceed the employee's regularly scheduled work hours in a workday.
6. Employees may also request Time off with Permission without Pay (T-time) in conjunction with the paid religious observance time off.
7. An employee's requests for vacation pay or T-time are subject to his/her supervisor's approval based on operational needs and vacation scheduling availability.
8. Unanticipated vacation does not apply to religious observance time off (religious observance is planned time off).

This policy cancels and supersedes only the Religious Services policy section discussed in Letter Agreement R1-92-48. Consistent with the language written in R1-92-48, this decision to excuse employees with pay is made each year by the Company.

Mr. Tom Dalzell

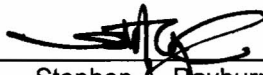
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February 28, 2013
L/A 13-13-PGE

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

March 27, 2013

By: 

Tom Dalzell
Business Manager