



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 13-55-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

July 15, 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:

In accordance with the provisions of Letter Agreement 08-23, Fire Retardant clothing, the Company proposes the following provisions at the recommendation of the Working Committee:

- Allowance for 2013 is \$500 for full-time users and \$250 for part-time users.
- Employees will not be able to roll over any allotment
- The intent of this agreement is to ensure employees are provided with funds to purchase all required FR Clothing. To that end, the IBEW and Company agree to set up a two-person committee (currently Ralph Armstrong and Kevin Ellison) to address FR Clothing concerns. If an employee's allotment is such that they do not have enough funds to purchase the FR Clothing, they need to work safely or an employee otherwise has an issue with obtaining adequate FR Clothing, the employee's first line of relief would be to speak to his/her supervisor. If the supervisor is unable to resolve the issue, the employee should e-mail Ralph Armstrong RMA1@IBEW1245.com and Kevin Ellison at PKE3@pge.com.
- The parties also reaffirm the employees ability to replace damaged clothing in accordance with LA 08-23 "Clothing damaged on the job will be replaced or repaired and will not be charged to the employee's allowance"; as well as the supervisor's ability to provide additional clothing "Supervisors will have the discretion to provide additional clothing, based on working conditions, to employees that do not count toward the employee's allowance".

This proposal has been discussed with Assistant Business Manager, Ralph Armstrong.

If you agree, 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 agreement.

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

By: 

Tom Dalzell
Business Manager

July 29, 2013