



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 14-26-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4401

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

May 28, 2014

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:

Attached is the Job Definition and Lines of Progression (JDLOP) for New Generation Power Facilities. This update includes Exhibit XVIII of the Collective Bargaining Agreement as well as various Letters of Agreement and negotiations impacting this department.

The documents used to create this publication are listed on the last page of this JDLOP.

This is the first JDLOP publication for this department and it was developed from existing letters of agreement; no new negotiations took place. If either party becomes aware of a change that should be incorporated, the parties will review it and if agreed, make the appropriate correction.

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

_____, 2014

June 16

Job Definitions and Lines of Progression for

New Generation

Exhibit VI-N, Section 600.14

Of the Agreement

Agreed by

I.B.E.W. LOCAL 1245

And

PACIFIC GAS AND ELECTRIC COMPANY



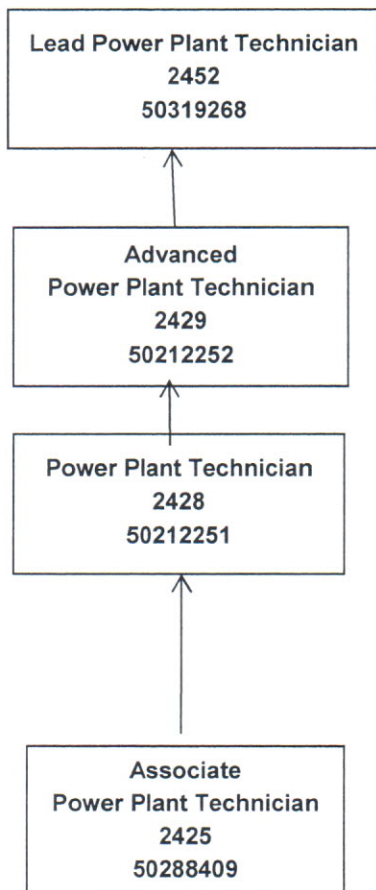
May 2014

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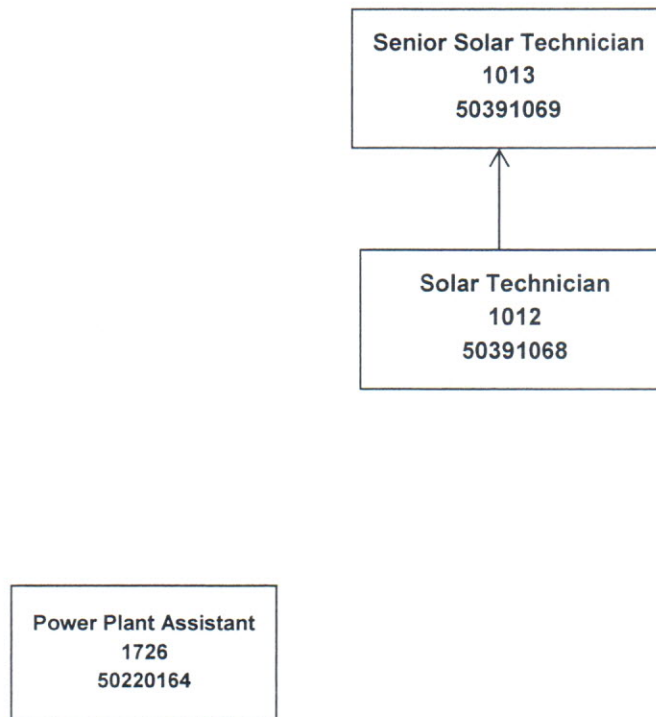
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NEW GENERATION LINE OF PROGRESSION

FOSSIL GENERATION



SOLAR GENERATION



For illustrative purposes only. See job descriptions for additional detail.

FOSSIL GENERATION

LEAD POWER PLANT TECHNICIAN

2452 (50319268)

Regular Lead Power Plan Technician positions may be established at each plant. Such position shall receive a 10% wage increase over the Advanced Power Plant Technician rate.

Candidates will be interviewed by a panel consisting of a Company representative and one or more Technicians. The panel will consider such factors as job performance, experience, and leadership and technical abilities. If the panel is unable to reach a consensus, the final selection will be made by the Company representative. Employees who accept the position may be promoted effective on the date of the offer. Refer to 2012 Table Settlement Exhibit XVIII.

Additional Job Responsibilities

With mutual agreement of the employee and his or her supervisor, and following consultation with the Union's Business Representative, an employee may be assigned to additional responsibilities including crew scheduling, conducting tailboards, making work assignments and following up, prioritizing and planning work of others and communicating with outside agencies.

Legacy Code	SAP Job Code	Next Lower Classifications
2429	50212252	Advanced Power Plant Technician

Legacy Code	SAP Job Code	Same or Higher Classifications
2452	50319268	Lead Power Plant Technician

ADVANCED POWER PLANT TECHNICIAN

2429 (50212252)

Requirement: Qualified in two skill block disciplines

Skill Blocks Disciplines

- Company will provide training and qualification, including initial and re-qualification, in the following skill block disciplines: Chemistry, Electrical, Mechanical Maintenance, Instrumentation, Controls/DCS and Control Room Operations. All skill block disciplines will include instruction on basic power plant operations.
- Company shall determine the number of employees to be trained and qualified in each skill block discipline.
- Training and qualification will be conducted on paid time in accordance with Title 201 of the Collective Bargaining Agreement (CBA). LA 09-49.

Legacy Code	SAP Job Code	Next Lower Classifications
2425	50212251	Power Plant Technician

Legacy Code	SAP Job Code	Same or Higher Classifications
2429	50212252	Advanced Power Plant Technician
2452	50319268	Lead Power Plant Technician

POWER PLANT TECHNICIAN

2428 (50288409)

Requirement: Qualified in one skill block discipline

Skill Blocks Disciplines

- Company will provide training and qualification, including initial and re-qualification, in the following skill block disciplines: Chemistry, Electrical, Mechanical Maintenance, Instrumentation, Controls/DCS and Control Room Operations. All skill block disciplines will include instruction on basic power plant operations.
- Company shall determine the number of employees to be trained and qualified in each skill block discipline.
- Training and qualification will be conducted on paid time in accordance with Title 201 of the Collective Bargaining Agreement (CBA). LA 09-49.

Individuals hired as Power Plant Technicians will possess the skills and knowledge to qualify in one of the skill block disciplines as identified by the Company. This discipline will be known as the employee's primary discipline.

It is expected that each Power Plant Technician will train and become qualified in one other skill block discipline, known as a secondary discipline, and with it automatically progress to Advanced Power Plant Technician. LA 09-49.

Legacy Code	SAP Job Code	Next Lower Classifications
2425	50288409	Associate Power Plant Technician

Legacy Code	SAP Job Code	Same or Higher Classifications
2428	50212251	Power Plant Technician
2429	50212252	Advanced Power Plant Technician
2452	50319268	Lead Power Plant Technician

ASSOCIATE POWER PLANT TECHNICIAN

2425 (50288409)

Requirement: An entry level classification that performs below journeyman level work of a general nature, working alone or in support of a higher paid classification. With training and qualification, such employee will progress to Power Plant Technician upon becoming proficient in one skill block discipline. Normally, this is expected to occur within a 30 month period.

Skill Blocks Disciplines

- Company will provide training and qualification, including initial and re-qualification, in the following skill block disciplines: Chemistry, Electrical, Mechanical Maintenance, Instrumentation, Controls/DCS and Control Room Operations. All skill block disciplines will include instruction on basic power plant operations.
- Company shall determine the number of employees to be trained and qualified in each skill block discipline.
- Training and qualification will be conducted on paid time in accordance with Title 201 of the Collective Bargaining Agreement (CBA). LA 09-49.

Individuals hired as Associate Power Plant technician may progress to power Plant Technician upon becoming proficient in one skill block discipline.

Entry Level

POWER PLANT ASSISTANT

1726 (50220164)

An employee of a power plant who performs, with or without direct supervision, duties requiring a working knowledge of all procedures used in the plant and applies the normal amount of judgment accompanying that knowledge, and who duties include, but are not limited to: processes plant payroll; performs various types of SAP processes such as maintaining plan organization charts and procurement actions; maintains central plant files; coordinates meetings, travel, contractors, site safety orientations, plant tours, plant training; utilizes current business computer software as required; may drive a forklift; receives goods and materials; and maintains purchasing records and inventories and assists with purchasing.

Requirements: The employee shall be able to type with reasonable speed and accuracy (35 wpm). The employee must meet the requirements of the Fork Lift Operation Course within six months of hire.

Heavy Work: Exerting up to 50 pounds of force occasionally and/or up to 40 pounds of force frequently and/or up to 20 pounds of force constantly to move objects.

SOLAR GENERATION

SENIOR SOLAR TECHNICIAN

1013 (50391069)

A journeyman Electrician or Power Plant Technician who has qualified in the Electrical skill block discipline, who performs, with or without direct supervision, duties, including but not limited to, requiring an ability to inspect, evaluate, test, calibrate and maintain, solar photovoltaic module systems, mounting hardware, combiner fuse boxes, inverters, switchgears, circuit breakers, transformers, batteries, data acquisition systems, relays, programmable logic controllers, revenue meters, weather stations, fuel cell equipment, and other AC and DC systems. The Senior Solar Technician may also be assigned the responsibility of crew scheduling, making work assignments and following up, prioritizing and planning work of others and communicating with outside agencies.

Employees hired into the Senior Solar Technician classification will be required to successfully complete required training as well as be required to participate in on-going training. Training and qualification will be conducted on paid time in accordance with Title 201 of the CBA. LA 11-21.

Legacy Code	SAP Job Code	Next Lower Classifications
1012	50391068	Solar Technician

Legacy Code	SAP Job Code	Same or Higher Classifications
1013	50391069	Senior Solar Technician

SOLAR TECHNICIAN

1012 (50391068)

A journeyman Electrician or Power Plant Technician who has qualified in the Electrical skill block discipline, who performs, with or without direct supervision, duties, including but not limited to, requiring an ability to inspect, evaluate, test, calibrate and maintain, solar photovoltaic module systems, mounting hardware, combiner fuse boxes, inverters, switchgears, circuit breakers, transformers, batteries, data acquisition systems, relays, programmable logic controllers, revenue meters, weather stations, fuel cell equipment, and other AC and DC systems. The Solar Technician is not a beginning level job.

Employee will be promoted as needed to the Senior Solar Technician classification. To be promoted, a Solar Technician must have successfully completed Solar Technician training and one year in the classification. Training and qualification will be conducted on paid time in accordance with Title 201 of the CBA. LA 11-21.

Legacy Code	SAP Job Code	Next Lower Classifications
None		

Legacy Code	SAP Job Code	Same or Higher Classifications
1012	50391068	Solar Technician
1013	50391069	Senior Solar Technician



**LETTER
AGREEMENT NO.
R2-05-67-PGE**

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,
BUSINESS MANAGER

March 6, 2006

Mr. Perry Zimmerman, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Zimmerman:

As the Company and Union have discussed, the Company in the near future will be operating new generation facilities that have different technologies and operating characteristics than the power plants previously owned by the Company.

The change in technology and requirements for competitiveness with other generators require that the Company and Union find new and flexible approaches to the work at the plant. As such, the Company proposes the attached Exhibit to the Physical Agreement.

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: S/Stephen A. Rayburn
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

April 18 _____, 2006

By: S/Perry Zimmerman
Perry Zimmerman
Business Manager

Exhibit XVIII (Amended 7/25/12)

Conditions Applicable to New Generation Power Facilities

The parties recognize that the Company in the near future will be operating new generation facilities that have different technologies and operating characteristics than the traditional power plants previously owned and operated by the Company. These plants will require special universal employee commitments to operating and maintaining the plants.

To that end, the parties have agreed to apply the following conditions to employees who are assigned to these facilities. Where these conditions conflict with provisions in the current Physical Labor Agreement, these provisions will be applicable. All other provisions in the current Physical Labor Agreement not addressed in this Exhibit will be applicable.

<u>Job Classifications*</u>	<u>Job Level</u>	<u>Pay Rate</u>
Power Plant Technician	Assistant Power Plant Tech (entry level)	TBD
	Power Plant Tech I	TBD
	Power Plant Tech II	TBD
	Power Plant Tech III	TBD
	Power Plant Tech IV	TBD

Lead Power Plant Technician SAP Code 50319268 (Added 7-25-12)

Regular Lead Power Plant Technician positions may be established at each plant. Such position shall receive a 10% wage increase over the Advanced Power Plant Technician rate. (Added 7-25-12)

Candidates will be interviewed by a panel consisting of a Company representative and one or more Technicians. The panel will consider such factors as job performance, experience, and leadership and technical abilities. If the panel is unable to reach a consensus, the final selection will be made by the Company representative. Employees who accept the position may be promoted effective on the date of the offer. (Added 7-25-12)

4) Additional Job Responsibilities (Noted in LA 06-53, 09-13 and 09-49) (Added 7-25-12)

- **Temporary assignments to Lead Power Plant Technician are not intended to replace regular Lead positions but may be utilized for a trial period for regular assignments, increase work load, vacation relief, etc.**
- (a) Parties will develop skill blocks and their application for the job classifications prior to start up.

- (b) The provisions of Title 206 shall not be applicable unless an employee is subject to layoff for lack of work, then the employee's option will be limited to Sections 206.5 and 206.6 to positions outside of New Generation, vacant beginning level positions that the employee is qualified to fill in the Company. The employee shall be entitled to Section 206.8 provisions. (Amended 7-25-12)
- (c) Employees who are subject to layoff for lack of work shall be entitled to severance as defined in Exhibit XIV and will have re-employment rights under Section 206.13 to any beginning level classification covered under the Physical Agreement.
- (d) The Company may determine the classification subject to layoff provided that the parties have met and explored other alternatives.

WORK HOURS

- (a) Non-Shift employee's basic workweek shall be Monday through Friday consisting of eight (8) hours with a half hour unpaid lunch break and shall commence no earlier than 6:00 a.m. and no later than 9:00 a.m. The regular start times shall be determined after start-up, by mutual agreement. Based on operational needs the parties may agree to alternative work schedules that best supports the needs of the Company and the employee.
- (b) Shift employees work scheduled shifts on a rotating twenty-four (24) hour day shift seven days a week. The workweek shall be regularly scheduled and may start any day of the week and any hour of the day. A regular schedule shall be determined after start up, by mutual agreement.
- (c) The Company determines the basic workweek, work hours, and staffing of employees prior to start up, consistent with their need to properly operate and maintain the plant.
- (d) It is understood that Shift employees by nature of the work cannot leave their work stations in order to take a meal break but shall be permitted to eat their meals during work hours. Overtime meals shall be consistent with Title 104 of the Physical Labor Agreement.
- (e) Company shall provide forty-eight (48) hours notice of any change in work schedule and cannot be done more than once a week. Such change shall not result in the payment of overtime, provided that the employee does not work more than eight (8) hours on a workday or more than 40 hours in a workweek.

INTER-PLANT TRANSFERS

- (a) (a) Employees may be temporarily assigned to other plants covered under this Exhibit for the purposes of operational and/or maintenance needs or the duration of an outage. Company shall first solicit volunteers for such assignments and selection will be made on the basis of qualifications and experience. The expenses shall be covered by Title 201. The parties agree that alternative arrangements can be worked out between the employee and the supervisor and the Local Business Representative. (Amended 7-25-12)
- (b) Employees can submit written requests for transfers to other plants covered under this Exhibit to regular or part-time positions. The Company shall determine the granting of

transfers or hire by other means consider such requests on the basis of job performance and skills, the qualifications needed at the new work location, the impact on the employee's current work location and the number of times the employee has previously transferred. The Company shall also retain the right to fill such vacancies through new hire. (Amended 7-25-12)

CONTRACTING

- (a) The Company retains the right to determine methods, techniques, and types of work or services performed, not performed, or services to be contracted or subcontracted by any plant covered by this Exhibit. The provisions of Exhibit XVI shall not apply as contracting performed during maintenance outages was specifically exempted from the provisions of Exhibit XVI and any contracting to be performed during non-outage periods is not expected to be within the job duties that are routinely performed by existing personnel at the facility.
- (b) The management right to contract or subcontract work or services shall not be intended to reduce the size of the bargaining unit, once established.

OVERTIME

- (a) All overtime, including pre-arranged and emergency overtime, shall be consistent with Title 208 of the Physical Labor Agreement.
- (b) In lieu of the provisions of Section 208.16, the Company shall distribute overtime as reasonably as possible.
- (c) By the nature of this Exhibit the Company may distribute and assign overtime to employees based on job qualifications. Additionally, the Company can require employees to come to work for emergency overtime based on qualifications. The parties will meet, if necessary, to work out emergency response arrangements that will suit the needs of the Company and the employee.
- (d) Extension of the work day overtime assignments or lunch overtime shall be at the discretion of the Company.

ENABLING CLAUSE

By written agreement between Company and Union, other provisions may be substituted for the provisions of this Exhibit.

***Note: The parties agreed to negotiate specific job classifications, skill blocks and progression, wage rates and incidental issues prior to each new plant becoming operational. These are included in Section 600.14, Exhibit VI-N, New Generation. (Added 7-25-12)**



**LETTER
AGREEMENT NO.
06-53-PGE**



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN A. RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL
BUSINESS MANAGER

November 6, 2006

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 Letter Agreement 05-67, the parties agreed to establish Exhibit XVIII, Conditions Applicable to New Generation Power Facilities, to address the unique operating needs of new technology power plants. In that agreement, the parties agreed to negotiate specific job classifications, skill blocks and progression, wage rates and incidental issues prior to each new plant becoming operational.

With the completion of Contra Costa Power Plant Unit 8 nearing, the Company is now prepared to propose the following specific conditions for Contra Costa Unit 8 for your consideration:

1) Job Classifications/Wage Rates:

- Power Plant Technician - \$ 37.02 per hour (2007)
Requirement: qualified in one skill block discipline
- Advanced Power Plant Technician - \$38.41 per hour (2007)
Requirement: qualified in two skill block disciplines

2) Skill Blocks Disciplines:

- Company will provide training and qualification, including initial and re-qualification, in the following skill block disciplines: Electrical, Mechanical Maintenance, Instrumentation, Controls/DCS and Control Room Operations. All skill block disciplines will include instruction on basic power plant operations.
- Company shall determine the number of employees to be trained and qualified in each skill block discipline.
- Training and qualification will be conducted on paid time in accordance with Title 201 of the Labor Agreement.

3) Progression:

- Individuals will be hired as Power Plant Technicians with the skills and knowledge to qualify in one of the skill block disciplines as identified by the Company. This discipline will be known as the employee's primary discipline.
- It is expected that each Power Plant Technician will train and become qualified in one other skill block discipline, known as a secondary discipline, and with it automatically progress to Advanced Power Plant Technician.
- The employee and his or her supervisor will identify the employee's secondary discipline and agree, in writing, to a timetable for the employee achieving the appropriate training and qualification. Such agreement will take place no later than six months from the commercial operations date (COD) or six months following the employees first day of employment as a Power Plant Technician, whichever is later.
- The timetable for achieving the secondary qualification may not exceed 24 months following the written agreement between the employee and his or her supervisor. The timetable may be accelerated or extended by written agreement between the supervisor and the employee.
- Achieving and maintaining qualification in both a primary and secondary discipline is a condition of employment.
- With Company approval, an employee may request and receive training and qualification in more than two disciplines.

4) Additional Job Responsibilities

- With mutual agreement of the employee and his or her supervisor, and following consultation with the Union's Business Representative, an employee may be assigned to additional responsibilities including crew scheduling, conducting tailboards, making work assignments and following up, prioritizing and planning work of others and communicating with outside agencies.
- Such employee will receive an increase in base pay of 10 percent during the period of time such employee is assigned such additional responsibilities.
- **Temporary assignments to Lead Power Plant Technicians are not intended to replace regular Lead positions but may be utilized for a trial period for regular assignments, increase work load, vacation relief, etc. (added 1/1/12)**

5) 12-Hour Work Schedule

- Employees assigned to the Control Room will work a standard 12 hour shift as agreed to by the parties.

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: s/Stephen A. Rayburn
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

January 23, 2007

By: s/Tom Dalzell
Tom Dalzell



**LETTER
AGREEMENT NO.
R1-08-05-PGE**



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
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

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL,
BUSINESS MANAGER

February 28, 2008

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:

Letter Agreement 05-67 provided general conditions and new job classifications assigned to the new power generation facilities. The Company proposes an additional classification be established as described below. This classification will be assigned to new generation facilities only and will not have an established line of progression. It will be included in Section 600.14, Exhibit VI-N, New Generation.

Power Plant Assistant

Job Definition:

An employee of a power plant who performs, with or without direct supervision, duties requiring a working knowledge of all procedures used in the plant and applies the normal amount of judgment accompanying that knowledge, and whose duties include, but are not limited to: processes plant payroll; performs various types of SAP processes such as maintaining plant organization charts and procurement actions; maintains central plant files; coordinates meetings, travel, contractors, site safety orientations, plant tours, plant training; utilizes current business computer software as required; may drive a forklift; receives goods and materials; and maintains purchasing records and inventories and assists with purchasing.

Requirements:

The employee shall be able to type with reasonable speed and accuracy (35 wpm). The employee must meet the requirements of the Fork Lift Operation Course within six months of hire.

Heavy Work: Exerting up to 50 pounds of force occasionally and/or up to 40 pounds of force frequently and/or up to 20 pounds of force constantly to move objects.

Wage Rates: (effective 1/1/08)

Start	1,
End 6 Mo	1,
End 1 Yr	1,
End 18 Mo	1,
End 2 Yr	1,

Mr. Tom Dalzell

-2-

February 28, 2008
L/A R1-08-05-PGE

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: S/Stephen A. Rayburn
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 4, 2008

By: S/Tom Dalzell
Tom Dalzell
Business Manager



**LETTER AGREEMENT NO.
09-13-PGE**



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

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL
BUSINESS MANAGER

April 20, 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:

In Letter Agreement 05-67, the parties agreed to establish Exhibit XVIII, Conditions Applicable to New Generation Power Facilities, to address the unique operating needs of new technology power plants. In that agreement, the parties agreed to negotiate specific job classifications, skill blocks and progression, wage rates and incidental issues prior to each new plant becoming operational.

With the Colusa Plant nearing completion and the construction of the Humboldt Bay Generating Station beginning soon, the Company is now prepared to propose the following specific conditions for both plants for your consideration:

1) Job Classifications/Wage Rates

• Associate Power Plant Technician

Requirement: An entry level classification that performs below journeyman level work of a general nature, working alone or in support of a higher paid classification. With training and qualification, such employee will progress to Power Plant Technician upon becoming proficient in one skill block discipline. Normally, this is expected to occur within a 30 month period.

Pay range (2009):

Start – \$ 29.85
6 Month Step – \$ 30.16
1 Year Step – \$ 31.05
18 Month Step – \$ 31.73
2 Year Step – \$ 33.73
30 Month Step – \$ 34.62

- (2428) Power Plant Technician - \$ 39.85 per hour (2009)
Requirement: qualified in one skill block discipline
- (2429) Advanced Power Plant Technician - \$ 41.34 per hour (2009)
Requirement: qualified in two skill block disciplines

2) Skill Blocks Disciplines

- Company will provide training and qualification, including initial and re-qualification, in the following skill block disciplines: Electrical, Mechanical Maintenance, Instrumentation, Controls/DCS and Control Room Operations. All skill block disciplines will include instruction on basic power plant operations.
- Company shall determine the number of employees to be trained and qualified in each skill block discipline.
- Training and qualification will be conducted on paid time in accordance with Title 201 of the Labor Agreement.

3) Progression

- Individuals may be hired as either Associate Power Plant Technician or Power Plant Technician.
- Individuals hired as Associate Power Plant Technician may progress to Power Plant Technician upon becoming proficient in one skill block discipline.
- Individuals hired as Power Plant Technicians will possess the skills and knowledge to qualify in one of the skill block disciplines as identified by the Company. This discipline will be known as the employee's primary discipline.
- It is expected that each Power Plant Technician will train and become qualified in one other skill block discipline, known as a secondary discipline, and with it automatically progress to Advanced Power Plant Technician.
- The employee and his or her supervisor will identify the employee's secondary discipline and agree, in writing, to a timetable for the employee achieving the appropriate training and qualification. Such agreement will take place no later than six months from the commercial operations date (COD) or six months following the employee's first day of employment as a Power Plant Technician, whichever is later.
- The timetable for achieving the secondary qualification may not exceed 24 months following the written agreement between the employee and his or her supervisor. The timetable may be accelerated or extended by written agreement between the supervisor and the employee.
- Achieving and maintaining qualification in both a primary and secondary discipline is a condition of employment.
- With Company approval, an employee may request and receive training and qualification in more than two disciplines.

4) Additional Job Responsibilities

- With mutual agreement of the employee and his or her supervisor, and following consultation with the Union's Business Representative, an employee may be assigned to additional responsibilities including crew scheduling, conducting tailboards, making work assignments and following up, prioritizing and planning work of others and communicating with outside agencies.

- Such employee will receive an increase in base pay of 10 percent during the period of time such employee is assigned such additional responsibilities.
- **Temporary assignments to Lead Power Plant Technicians are not intended to replace regular Lead positions but may be utilized for a trial period for regular assignments, increase work load, vacation relief, etc. (added 1/1/12)**

5) 12-Hour Work Schedule

- Employees assigned to the Control Room will work a standard 12-hour shift as agreed to by the parties.

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: s/ Stephen A. Rayburn
 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

September 30, 2009

By: s/ Tom Dalzell
 Tom Dalzell
 Business Manager



**LETTER AGREEMENT NO.
09-49-PGE**



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

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL
BUSINESS MANAGER

December 7, 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:

In Letter Agreement 05-67, the parties agreed to establish Exhibit XVIII, Conditions Applicable to New Generation Power Facilities, to address the unique operating needs of new technology power plants. In that agreement, the parties agreed to negotiate specific job classifications, skill blocks and progression, wage rates and incidental issues prior to each new plant becoming operational. To that end, the parties signed Letter Agreements 06-53 and 09-13 establishing the Associate Power Plant Technician, Power Plant Technician and Advanced Power Plant Technician job classifications. To the extent applicable and not inconsistent, 05-67, 06-53, and 09-13 are incorporated herein.

With Gateway completed, Colusa Plant nearing completion and the construction of the Humboldt Bay Generating Station under way, the Company proposes to add the skill block discipline of Chemical to the Power Plant Technician classification established under the provisions of Letter Agreements 06-53 and 09-13 as follows:

1) Job Classifications/Wage Rates

- (2425) 50288409 Associate Power Plant Technician

Requirement: An entry level classification that performs below journeyman level work of a general nature, working alone or in support of a higher paid classification. With training and qualification, such employee will progress to Power Plant Technician upon becoming proficient in one skill block discipline. Normally, this is expected to occur within a 30 month period.

Pay range (2009):

- Start – \$ 29.85
- 6 Month Step – \$ 30.16
- 1 Year Step – \$ 31.05
- 18 Month Step – \$ 31.73
- 2 Year Step – \$ 33.73
- 30 Month Step – \$ 34.62

- (2428) 50212251 Power Plant Technician - \$ 39.85 per hour (2009)
Requirement: qualified in one skill block discipline

(2429) 50212252 Advanced Power Plant Technician - \$ 41.34 per hour (2009)
Requirement: qualified in two skill block disciplines

2) Skill Blocks Disciplines

- Company will provide training and qualification, including initial and re-qualification, in the following skill block disciplines: Chemistry, Electrical, Mechanical Maintenance, Instrumentation, Controls/DCS and Control Room Operations. All skill block disciplines will include instruction on basic power plant operations.
- Company shall determine the number of employees to be trained and qualified in each skill block discipline.
- Training and qualification will be conducted on paid time in accordance with Title 201 of the Labor Agreement.

3) Progression

- Individuals may be hired as either Associate Power Plant Technician or Power Plant Technician.
- Individuals hired as Associate Power Plant Technician may progress to Power Plant Technician upon becoming proficient in one skill block discipline.
- Individuals hired as Power Plant Technicians will possess the skills and knowledge to qualify in one of the skill block disciplines as identified by the Company. This discipline will be known as the employee's primary discipline.
- It is expected that each Power Plant Technician will train and become qualified in one other skill block discipline, known as a secondary discipline, and with it automatically progress to Advanced Power Plant Technician.
- The employee and his or her supervisor will identify the employee's secondary discipline and agree, in writing, to a timetable for the employee achieving the appropriate training and qualification. Such agreement will take place no later than six months from the commercial operations date (COD) or six months following the employee's first day of employment as a Power Plant Technician, whichever is later.
- The timetable for achieving the secondary qualification may not exceed 24 months following the written agreement between the employee and his or her supervisor. The timetable may be accelerated or extended by written agreement between the supervisor and the employee.
- Achieving and maintaining qualification in both a primary and secondary discipline is a condition of employment.
- With Company approval, an employee may request and receive training and qualification in more than two disciplines.

4) Additional Job Responsibilities

- With mutual agreement of the employee and his or her supervisor, and following consultation with the Union's Business Representative, an employee may be assigned to additional responsibilities including crew scheduling, conducting tailboards, making work assignments and following up, prioritizing and planning work of others and communicating with outside agencies.
- Such employee will receive an increase in base pay of 10 percent during the period of time such employee is assigned such additional responsibilities.

- Temporary assignments to Lead Power Plant Technicians are not intended to replace regular Lead positions but may be utilized for a trial period for regular assignments, increase work load, vacation relief, etc. (added 1/1/12)

5) 12-Hour Work Schedule

- Employees assigned to the Control Room will work a standard 12-hour shift as agreed to by the parties.

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: s/Stephen A. Rayburn
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

December 28, 2009

By: s/Tom Dalzell
Tom Dalzell
Business Manager



LETTER AGREEMENT NO. 11-21-PGE



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

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN A. RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL
BUSINESS MANAGER

May 13, 2011

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 Letter Agreement 05-67, the parties agreed to establish Exhibit XVIII, Conditions Applicable to New Generation Power Facilities, to address the unique operating needs of new technology power plants. In that agreement, the parties agreed to negotiate specific job classifications, skill blocks and progression, wage rates and incidental issues prior to each new plant becoming operational.

With the completion of the Vaca-Dixon Solar Station and the beginning of the other utility-owned Solar Photovoltaic Generation facilities, the Company is now prepared to propose the following specific conditions for all utility-owned Photo Voltaic Facilities for your consideration. To the extent items are not discussed in this Letter of Agreement 11-21, the conditions set forth in Exhibit XVIII of the Physical Agreement will apply.

1) Job Classifications/Wage Rates:

<u>Job Classifications</u>	<u>Job Level</u>	<u>Pay Rate</u>
Solar Technician	Solar Technician	\$42.13/hour
	Senior Solar Technician	\$43.71/hour

Job Definitions:

Senior Solar Technician (SAP Code 50391069)

A journeyman Electrician or Power Plant Technician who has qualified in the Electrical skill block discipline, who performs, with or without direct supervision, duties, including but not limited to, requiring an ability to inspect, evaluate, test, calibrate and maintain, solar photovoltaic module systems, mounting hardware, combiner fuse boxes, inverters, switchgears, circuit breakers, transformers, batteries, data acquisition systems, relays, programmable logic controllers, revenue meters, weather stations, fuel cell equipment, and other AC and DC systems. The Senior Solar Technician may also be assigned the responsibility of crew scheduling, making work assignments and following up, prioritizing and planning work of others and communicating with outside agencies.

Employees hired into the Senior Solar Technician classification will be required to successfully complete required training as well as be required to participate in on-going training. Training and qualification will be conducted on paid time in accordance with Title 201 of the Labor Agreement.

The parties will meet and confer on the required training. The Company retains the right to ultimately determine the required training and skill levels needed.

Section 205.14 will apply to the appointment of a Senior Solar Technician.

Next Lower Classification

Solar Technician (SAP Code 50391068)

Same or Higher Classification

Senior Solar Technician (SAP Code 50391069)

Solar Technician (SAP Code 50391068)

A journeyman Electrician or Power Plant Technician who has qualified in the Electrical skill block discipline, who performs, with or without direct supervision, duties, including but not limited to, requiring an ability to inspect, evaluate, test, calibrate and maintain, solar photovoltaic module systems, mounting hardware, combiner fuse boxes, inverters, switchgears, circuit breakers, transformers, batteries, data acquisition systems, relays, programmable logic controllers, revenue meters, weather stations, fuel cell equipment, and other AC and DC systems. The Solar Technician is not a beginning level job.

Employee will be promoted as needed to the Senior Solar Technician Classification. To be promoted, a Solar Technician must have successfully completed Solar Technician training and one year in the classification. Training and qualification will be conducted on paid time in accordance with Title 201 of the Physical Agreement.

The parties will meet and confer on the required training. The Company retains the right to ultimately determine the required training and skill levels needed.

Next Lower Classification

None

Same or Higher Classification

Solar Technician (SAP Code 50391068)

Senior Solar Technician (SAP Code 50391069)

Job Duties

As these are new classifications, the Company is anticipating that job responsibilities will include, but are specifically not limited to, the following:

Apply safe work practices and performs the facilities' clearance and switching procedures using Lock Out and Tag Out (LOTO).

Champion and live by all PG&E safety policies procedures.

Work safely and effectively without direct supervision, often alone in isolated areas. Conduct tailboards with self and others.

Familiarity with the procedures in the event of a facility emergency, and sufficiently commits to memory the immediate action requirements specified in station emergency procedures, so that he or she can properly identify the emergency, verify the required automatic actions, and perform the immediate actions required to place the facility in a stable condition.

Operation and maintenance of solar generation and fuel cell facilities that consist of 12kVAC, 480VAC, 500VDC and 48VDC systems. Newer solar site designs may use even higher voltage AC and DC systems.

Monitor and awareness of the condition of the solar and fuel cell facilities at all times. Familiarizes with the equipment and operating procedures. Review and update the procedures to assure information is current and accurate.

Review routine operating data and informs the Supervisor regularly as to the general status of the equipment. Report any equipment malfunctions or other occurrences that may affect the safety, reliability, or load capability of the unit to the Supervisor, as soon as practicable.

Perform various routine operational and maintenance related duties including predictive and preventative maintenance activities, such as

Inspection of mounting system post structure

Inverter inspection

DC fuse box inspection

Battery and charger inspection

Fuel cell equipment inspection

Perform general electrical maintenance including, but not limited to

Inspection of wiring integrity to the Data Acquisition System and Weather Stations

Inspection of wiring and terminations in DC Disconnects, Power Converter System and AC Disconnects

Inspection of ground connection integrity

Replacement of fuses

Replacement of inverter filters

Battery and charger testing

Circuit breaker testing

Inspect, evaluate, calibrate and test relays and programmable logic controllers.

Perform off-line and on-line function tests and takes in service readings to monitor system performance.

Access, retrieve and evaluate digitally recorded faults and displays to locate problems and check system performance.

Supervise all contractual work conducted at the solar and fuel cell facilities as a part of any warranty work or service agreement.

Review design drawings such as: electrical single-line, wiring diagrams, schematics, relay settings and other site specific diagrams.

Familiarity with the SAP Work Management System. Performs data input into the work management system. Responsible for creating equipment job notifications performing the work tasks, and closing out the job.

Assist the Supervisor with the ordering of parts and inventory control.

Provide training and instruction to peers as required to enhance knowledge base of the technicians.

Ensure that all activities associated with the regulatory compliance of the plant, air and water quality issues, hazardous materials and waste, and emergency response and contingency plans, are satisfactorily completed.

Provide site tours and demonstrations for key stakeholders.

Conduct assigned activities in a professional, businesslike manner and maintains control of facility decorum at all times.

Employees may be required to obtain their Class A license. Employee will have six months to obtain the license after notification of requirement.

Employees will be required to work alone.

Employees will be required to undergo additional training as technology changes.

4) Job Qualifications

Journey Level Electrician or Higher

Basic computer proficiency with Microsoft Office suite in a Windows environment.

Valid Class C Drivers License. (Within six months of placement in classification, at Company discretion, employees may be required to obtain their Class A License.)

Desired

Successful completion of an accredited solar photovoltaic technical training program is desired. Experience in working on solar photovoltaic project sites, either in the construction or operations and maintenance phase will be a plus.

5) Headquarters

(a) Employees will be assigned to a specific Solar Photovoltaic facility or PG&E Headquarter location which will be considered their headquarters for purposes of the Physical Agreement. Due to the uncertainty in future Solar Photovoltaic facility locations, the Company has the right to move a Headquarters location, for the first three years after this letter agreement becomes effective as long as the move is not greater than 15 miles. Sections 206.8 and 206.17 shall not apply if the move is 15 miles or less during this three-year period. Employees may be temporarily assigned to another Solar Photovoltaic facility or PG&E Headquarter for the purposes of operational and/or maintenance needs or the duration of an outage. Consistent with Exhibit XVIII, the expenses during this time shall be covered by Title 201. The parties agree that alternative arrangements can be worked out between the employee and the supervisor and the Local Business Representative.

Employees will be expected to travel between facilities as part of their job responsibilities. Employees who travel in their personal vehicle will be paid mileage in accordance with Section 202.13 of the Physical Agreement.

6) Contracting

Contracting shall be applied consistent with the provisions of Exhibit XVIII.

The Company agrees to provide notice and meet and confer with the IBEW, if requested, if the Company is going to use non-union contractors for work other than warranty work, panel washing, and weed abatement if the contracting duration is expected to exceed a two-week duration for a given scope of work at a given site.

Title 206 Rights

Title 206 shall be applied consistent with Exhibit XVIII.

Work Hours

(a) Non-shift employee's basic workweek shall be Monday through Friday consisting of eight (8) hours with a half hour unpaid lunch break and shall commence no earlier than 6:00 a.m. and no later than 9:00 a.m. The regular start times shall be determined after start-up. Based on operational needs, the parties may agree to alternative work schedules that best supports the needs of the Company and the employee.

(b) Company shall provide forty-eight (48) hours notice of any change in work schedule and cannot be done more than once a week. Such change shall not result in the payment of overtime, provided that the employee does not work more than eight (8) hours on a work day or more than 40 hours in a work week.

Overtime

Overtime shall be applied consistent with the provisions of Exhibit XVIII.

Enabling Clause

By written agreement between the Company and Union after meeting and conferring, other provisions may be substituted for the provisions of this Letter of Agreement.

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: s/Stephen A. Rayburn
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

May 13, 2011

By: s/Tom Dalzell
Tom Dalzell
Business Manager

<i>LIST OF DOCUMENTS/REASONS</i>		
<i>LA</i>	<i>Subject</i>	<i>Page(s)</i>
R2-05-67 4/18/06	Exhibit XVIII New Generation	6
06-53 01/23/07	Company proposed specific conditions for Contra Costa Unit 8.	10
R1-08-05 03/04/08	Establish Power Plant Assistant position	12
09-13 09/30/09	Company proposed specific conditions for Humboldt Bay Generating Station and Colusa Plant.	14
09-49 12/28/09	Incorporate letter agreements 05-67, 06-53 and 09-13.	17
11-21 05/13/11	Company proposed specific conditions for all Photo Voltaic Facilities.	20