



LETTER AGREEMENT NO. 14-41-PGE

IBEW



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

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

October 1, 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:

Due to advances in technology, a focus on continuous improvement and our desire to reduce risk and exposure by reducing the miles driven, the Company plans to reduce Pony Express routes as positions are voluntarily vacated. The Company plans to maintain a minimum of two positions to handle the West Sacramento to General Office routes and one supporting Clerical position. The remaining routes may be eliminated as positions are voluntarily vacated depending on operational needs.

This agreement provides for a long-term transition period and the Company may determine, based on recommendations of the working committee provided for in this agreement, the need to regularly fill vacant positions on a case-by-case basis.

The current Pony Express work group consists of the following:

- 14 Light Truck Drivers
- 1 Mail Clerk Driver
- 3 Utility Clerks – Accounting
- 1 Senior Accounting Clerk I
- 8 Intermittent Light Truck Drivers
- 1 Intermittent Utility Clerk – Accounting

In accordance with Section 19.12 of the Clerical Agreement and Section 206.12 of the Physical Agreement, the parties discussed the following process to facilitate the displacement of impacted employees as defined above.

- All full-time, regular Light Truck Drivers and the Mail Clerk Driver listed above will be eligible to volunteer for severance in accordance with Exhibit XIV of the Physical Agreement and Exhibit K of the Clerical Agreement. The Company will determine the number of severances that will be accepted and the release dates for those accepting severance.
- Intermittent employees working in the Pony Express work group will be notified that their assignments are ending at a date to be determined by the Company. The Company will offer applicable pre-employment testing for interested employees. Upon request, the Company will provide a list of bargaining unit unrestricted vacancies to the Local Union Business Representative.
- To enhance opportunities for employees in the Light Truck Driver classification, they will be moved from the Transportation Services Division Garage line of progression to the Materials line of progression. The Materials

Department Light Truck Driver classification, SAP code and legacy code exist within the department and wage rates are the same.

- Impacted Light Truck Drivers (including the one Mail Clerk Driver) that remain after the maximum number of voluntary severance offers have been accepted will receive a list of job opportunities that they may voluntarily prioritize. Employees must be qualified for the positions they prioritize to be eligible for placement. The Company will provide applicable qualifying tests upon request. To that end, and in addition to opportunities noted above, the Company will create Materials Handler positions in PG&E warehouses for those Light Truck Drivers remaining in the Pony Express work group that are interested in moving into newly created opportunities. Upon request, the Company will provide a list of bargaining unit unrestricted vacancies to the Local Union Business Representative.
- Employees who transfer or bid to classifications which provide for return to previous classification provisions (e.g. pre-apprentice lineman) shall retain such benefit.
- Impacted Light Truck Drivers (including the one Mail Clerk Driver) who do not select severance or other opportunities will remain in their current position and headquarters until such time they voluntarily vacate their position.
- Remaining Clerical positions will be reviewed by the local working committee as routes are eliminated. If necessary, the remaining clerical positions will be absorbed into West Sacramento Billing Center as the routes are eliminated.
- To the extent that the Company uses a mail service for work normally performed by the bargaining unit it must utilize the United States Postal Service and United Parcel Service to handle such work.
- If after input from the local working committee, the Company determines the need to fill a regular route, incumbents will be offered such route based on Company seniority. In no event shall a remaining impacted Light Truck Driver be forced to vacate his/her current headquarters to fill such vacancy.


The parties will also form a local working committee comprised to two managers (appointed by the Company) and two members (appointed by the Union) to provide oversight and recommendations to the Company and Union when routes are vacated. These recommendations may include route adjustments, regular and temporary staffing solutions, and other issues related to the consolidation of the Pony Express. Final decisions on the recommendations will be made by the Company. This local working committee will have its first meeting within two weeks of the execution of this agreement.

The Company has discussed this Letter of Agreement with Sr. Assistant Business Manager Joe Osterlund and Assistant Business Manager Ken Ball.

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

October 6, 2014

By: 

Tom Dalzell
Business Manager