



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. R1-09-35-PGE

IBEW



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
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

September 9, 2009

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:

The Company proposes to implement a system-wide prescription safety eyewear program allowing Company organizations the option to support the purchase of safety eyewear for employees in positions that require the use of safety glasses.

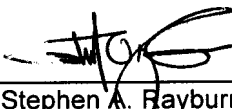
The program, as outlined in the attached Safety Health & Claims Procedure document, will be effective following distribution and communication and upon the sponsoring department's decision to proceed with implementation. Modifications that alter the offering as described in the attached will be shared with the Union.

Either the Company or the Union may cancel this agreement by providing 30 days written notice.

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

9/14/09, 2009

By: 
Tom Dalzell
Business Manager

INDUSTRIAL PRESCRIPTION SAFETY EYEWEAR PROCEDURE

I. Purpose	The purpose of this procedure is to provide guidance when obtaining a pair of industrial prescription safety glasses with affixed side shields meeting the requirements of ANSI Z-87.1 for employees required to wear protective eye wear in a field environment.
II. Applicability	This procedure applies to all organizations in the company. This procedure applies to employees required to wear safety glasses.
III. Procedure to Obtain a Pair of Prescription Safety Glasses	<ol style="list-style-type: none">1. Supervisor or employee obtains an Industrial Prescription Safety Eyewear request form. Forms can be obtained by setting up an account using the following link: http://extranet.aosafetysrx.com/default.asp. (Click or copy/paste the link into your browser.)2. Employee provides their Supervisor a completed Industrial Prescription Safety Eyewear Request form:<ul style="list-style-type: none">- A filled out and signed copy of the request form states the activities of the job which require the wearing of safety glasses, the name of the employee's work site, their job title and specific type of frames and treatments/options approved by SH&C. Supervisor will keep original until the employee receives his/her glasses.3. Employee takes a copy of the approved request form AND a current prescription to the local optometrist office to fill the prescription. <i>NOTE: The frame with attached side shields and the material of the lenses offered by the vendor have been approved by the SH&C. Approved frames and lens types can be found on the on-line catalog. No other frame or materials MAY be substituted.</i> <ol style="list-style-type: none">1. Billing:<ul style="list-style-type: none">- The supervisor will indicate their corporate credit number on the request form. Employees will be responsible for any additional lens treatment such as polarization.
IV. Procedure to Obtain Non-Prescription Safety Glasses	<ol style="list-style-type: none">1. Employees with a prescription required to wear eye protection to perform their work can choose from the existing list of approved safety glasses found on the Safety Equipment Guide or participate in the program. All other employees will still have the industrial safety eyewear options currently approved and identified in the safety equipment guide.

V. Procedure for Replacement of Safety Glasses

1. Broken Glasses during a Job Task
 - The employee will fill out an incident report. Once reviewed and approved by their supervisor, the employee must complete another Industrial Prescription Safety Eyewear Request form for repairs or replacement.
2. Lost Glasses
 - Costs associated with replacement of lost prescription safety glasses are the responsibility of the employee.
3. Damaged Glasses
 - When safety glasses under this program have been damaged due to lens breakage (not a warranty against scratches), frame breakage, coating failure (peeling or crazing) or corrosion of any frame component, the employee will bring their glasses to the vendor. The vendor will replace the glasses free of charge within the year of purchase. If any costs are associated with the replacement, the supervisor and the employee will be notified by the vendor.

The employee must contact the vendor sales manager to arrange for pick up of broken glasses or if the employee prefers going back to the optometrist/optician. The supervisor will provide another form indicating that this will be free of charge for the employee.

If the glasses are older than a year, the employee's department will be charged for the replacement of lenses. (Follow steps Section III. Procedure to Obtain a Pair of Prescription Safety Glasses)
4. Prescription Update
 - If there is a need to upgrade an employee's eye prescription due to a recent change in prescription, PG&E will pay for new lenses, which will be charged to the organization.
 - Follow steps in Section III. Procedure to Obtain a Pair of Prescription Safety Glasses

Contact:

Safety Health and Claims Helpline
Internal: 223-8700, option 3
External: (415) 973-8700, option 3

Issued by:

Mark C. Hughes
Director, Safety, Health and Claims

Review and Update

To be reviewed annually. Revisions will be made as regulations change or best practices are identified.

Attachments

Industrial Prescription Safety Eyewear Flowchart

Industrial Prescription Safety Eyewear Flowchart

Employee needs industrial prescription safety eyewear

Employee/supervisor or designated employee logs on the vendor website to print a request form. No eyewear may be ordered without this form.



Employee to obtain a current (less than 2 years old) prescription from personal optometrist or local vision care provider. Local vision providers are located on the website <http://extranet.aosafetysrx.com/default.asp>. Contact the selected provider to make an appointment for eyewear. (You will need the order/authorization form and a copy of your prescription at that appointment.)



Eye care professional to take all necessary measurements and assist employee with lens and frame selection. Employee may upgrade frame and/or lens selection beyond company paid items at the employee's own cost. **Eye care professional will collect any upgrade (co-pay) from the employee at the time of order.**



AOSafety to manufacture eyewear to doctor's specifications and program guidelines. Completed eyewear is shipped back directly to the eye care professional.



Eye care professional to contact employee for delivery and final fitting of eyewear. For proper fitting, employees must meet with the eye care professional.