



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. R1-10-09-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
MAIL CODE N22  
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

March 12, 2010

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 response to a grievance filed by the IBEW, the Fact Finding Committee agreed that, while some of the job duties assigned to the Senior Control Operators (SCO) at Humboldt Bay Power Plant (HBPP) in 2009 are within the scope of the negotiated job definition, others are not. As a result, the Fact Finding Committee determined that certain SCO's who performed supervisory duties from January 21, 2009 – present, where there was no Shift Foreman on shift, are entitled to back pay.

With the impending closure of the fossil fuel functions of HBPP and the construction of the new Humboldt Bay Generating Station, HBPP will continue to operate without Shift Foreman. Therefore the Company is requesting that these SCO's continue to perform these additional leadership duties until plant closure later in 2010.

In addition, HBPP wants to avoid having employees take vacation in the final months of operation. HBPP management is aware that they can limit the number of employees off on vacation at a given time but are looking for a more agreeable way to do so in the final months of operation.

Based upon the above, the Company and IBEW agree as follows:

1. The senior SCO on each shift (day and night) will receive 5% over his base rate of pay in exchange for:

The senior SCO on day or night shift will continue to perform leadership duties including but not limited to:

- a) Make notification to on-call shift advisors of changes in plant or system conditions or instructions that affect the plant's generation status.
- b) Perform limited duties of Fire Marshal (on night shift only since the exempt Fire Marshal is on day shift).
- c) Utilize 212 call-out procedures to backfill when an operator calls in sick, and if needed, give a direct work order to the last employee on the list.

- 2. All Operators will agree to limit vacation in 2010 as follows:
  - a) Vacation scheduling will be in accordance with Section 111.13.
  - b) Management will grant up to one employee vacation at one time.
  - c) Employees who transfer to another plant, bid out, or are assigned to another location via the Title 206 process will take their accrued vacation with them.
  - d) Employees who will be laid off following the closure of the plant will be allowed to use the balance of their vacation and will be laid off once their vacation is exhausted.
  
- 3. There will be no change in the SCO's CFH premium in exchange for the SCO acting as the Senior Designated Operator and continuing duties including but not limited to performing the duties of Emergency Coordinator under the plant's emergency plan.

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 12** \_\_\_\_\_, 2010

By:   
 \_\_\_\_\_  
 Tom Dalzell  
 Business Manager