



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. 11-27-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 A. 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

June 16, 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 Agreements 09-02 and 10-30, the Company and Union agreed to allow Title 300 Gas Employees to supplement the Title 200 Gas T&D workforce to conduct leak survey work. The parties recognize that gas leak survey work has traditionally been Title 200 work. However, additional survey work coupled with a number of temporary Title 200 vacancies caused by recent employee movement has resulted in a temporary need to supplement the Title 200 workforce in some headquarters.

The Company proposes the following pursuant to Sections 204.4 and 304.4 of the Agreement in order to address the urgency of this Project and to allow for productive and efficient performance.

1. Twenty-five (25) Title 300 Gas Employees will be assigned to the Title 200 Gas T&D Department through 2011. We anticipate assigning Title 300 employees to the following areas: Central Coast, DeAnza, East Bay, Mission, North Bay, Peninsula, Sacramento, San Jose and Yosemite. Consistent with the previous letter agreements cited above, this agreement will not reduce the number of Title 200 employees in Gas T&D in any headquarters utilizing Title 300 employees for leak survey.
2. Title 300 Gas employees may perform gas leak survey ("Surveyor") work after they receive proper training and become Operator qualified.
3. The parties will continue on-going discussions regarding co-mingling. The parties are in agreement that in the case of emergency work, such as a major outage, the co-mingling of the workforce requires only notification to the Union. For this project, Title 300 employees will generally not use Title 200 equipment and tools, but may do so, especially with specialized tools. Additionally, Title 300 employees will share Title 200 assembly points and work localities. Employees will work under the provisions of the respective contract Titles. The provisions of Titles 208, 212 and 308 will apply. Separate supervision will be maintained in most cases. Inclement weather provisions of Title 200 will apply in this case. Clerical support will be provided in accordance with Letter Agreement No. 06 -19. If Title 300 employees are scheduled to work overtime, then the Title 200 in the appropriate classification will be offered the same overtime.
4. The Title 300 Gas employees will move back to their Promo Demo Area once the Project is complete and the normal cycle of surveying is in place.
5. The employees and supervisor of the Leak Surveyors shall as a part of this Project discuss the possibility of a 4-day, 10-hour schedule consistent with the provisions of Letter Agreement No. 93-96.

- 6. The Company will apply the vehicle "take home" policy to Title 200, and may apply it to Title 300 Surveyors to allow them to report directly to the field at the start of a shift. Surveyors are expected to end the day (last hour of their shift) in the service center to allow for instrument calibration and completion of paper work.
- 7. Title 300 employees on this Project will be covered under the Special Assignment provisions of Title 301 for the duration of the assignment.
- 8. The Company will seek volunteers based on seniority. In the absence of adequate volunteers, the Company will make assignments.
- 9. New technology will be addressed in accordance with Section 206.18.
- 10. Quality of work is of the utmost importance to the Company. As a result, the Company has created and implemented "Best Practices" with respect to the gas leak survey work across all 17 Divisions. Such Practices will include, but not be limited to, rate of production and quality assurance. The Company will continue to consider the merits of a separate compliance department for Gas T&D.
- 11. Leak Survey training will continue to be provided to Title 200 employees. When the Title 300 employees are performing this work in a headquarters, the Title 200 Utility Workers in that headquarters shall be upgraded to Fieldperson consistent with the provisions of Section 205.3 of the Agreement.
- 12. A Title 300 employee may be assigned Leak Repair work if Operator qualified or if assigned with a Title 200 Operator qualified employee.

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:   
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 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

6/20/11, 2011

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