



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. 15-10-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
375 N. WIGET LANE  
SUITE 130  
WALNUT CREEK, CA 94598  
925.974.4461

ROBERT JOGA  
SR. 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

April 21, 2015

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:

The Company and Union have discussed the Gas Operations staffing of IBEW bargaining unit positions in the Compliance line of progression. To support this staffing effort, the parties' discussed additional means of identifying internally qualified personnel when filling the Title 200 Division Gas T&D Gas Compliance Representative classification. Specifically, the Company proposes to conduct a one-year pilot procedure which provides preferential consideration to an additional group of existing employees, thus enhancing their career advancement and expedites the filling of these vacancies prior to the Company posting these higher-level positions to external parties.

This Agreement has been reviewed and recommended by the Joint Division Gas T&D Oversight Committee.

To facilitate this alternative staffing process, the Company will first exhaust all contractually qualified bidders consistent with the applicable language under Title 205. The Company will then consider other qualified employees in the following order:

- 1) Title 200 Division Gas T&D Fieldpersons, Title 200 Division Night Fieldpersons and Title 200 Gas T&D Utility Workers with six months, but less than one year of continuous Service will be given preferential consideration (employee with greatest service) under Title 205. These classifications are considered equal and next lower in the line of progression to Gas Compliance Representative.
- 2) Title 200 Division Gas T&D Fieldpersons, Title 200 Division Night Fieldpersons and Title 200 Gas T&D Utility Workers with less than six months of continuous Service may be placed into the Gas Compliance Representative vacancy at Company's discretion.

Given this temporary pilot, the Company and Union will make every effort to communicate this change to supervisors, hiring managers and employees to ensure understanding of this modified staffing model.


This pilot will be effective for one year following the signing of this agreement, and as soon as practicable following communication of this change. The parties will also refer any issues that arise from this Agreement to the Division Gas T&D Oversight Committee.

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

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:   
Robert Joga  
Senior Director and Chief Negotiator

The Union is in agreement.

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

May 14, 2015

By:   
Tom Dalzell  
Business Manager