



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 15-27-PGE

IBEW



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

ROBERT JOGA
SENIOR DIRECTOR

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

July 1, 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 recognize that staffing efforts within the Gas Operations department are a priority and are in progress but are unable to address emerging workload demands in some critical areas.

While Locate & Mark work is not "peak" work as referenced in Letter Agreement 09-41, the Company is requesting the Union's agreement to temporarily utilize contractors to supplement our Locate and Mark (L&M) workforce due to workload demands that are exceeding resource capacity. The Company is currently filling 40 Gas Compliance Representative vacancies and 30 Utility Worker vacancies to address staffing within the Department. The Company will first seek and exhaust qualified applicants on the Hiring Hall list prior to using contractors. The use of contractors performing L&M duties will end as soon as practicable but no later than December 31, 2015.

The Company will offer Gas T&D employees who hold the appropriate Operator Qualification to perform the Locate & Mark duties optimum overtime but no less than 20% overtime while contractors are working in their headquarters and/or service territory. The Company will notify the Union of the work locations of contractors and will post a pre-arranged overtime list at the headquarters/service territory when contracting is occurring in such areas.

This agreement has been discussed with Senior Assistant Business Manager Joe Osterlund.

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

The Union is in agreement.

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

By: _____

Tom Dalzell
Business Manager

July 7

_____, 2015