



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 15-37-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  
ROBERT JOGA  
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

August 26, 2015

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:

In an effort to improve efficiencies, minimize cost and maximize work site availability, Company proposes to modify Section 202.19 of the Physical Agreement in order to allow employees in the Gas T & D department Compliance line of progression to participate in a voluntary vehicle take-home program. By implementing a vehicle take-home program, efficiencies should be improved in ways that produce more value than the costs associated with employees taking the company vehicle home.

Voluntary agreement to participate in this program requires director's authorization and employee's acceptance of all guidelines. Employees who fail to meet their obligations in accordance with these guidelines will be ineligible to participate in the program. Company may disqualify employees or work groups from this program where efficiencies are not gained, guidelines are abused, security is violated, or for other business reasons deemed appropriate by the Company at its discretion.

### Guidelines for Participating Employees

- Assignment and use of company vehicles shall be in accordance with Utility Standards TRAN-1002S Assignment and Personal Use of Company Vehicles and SAFE-1002S Motor Vehicle Safety. If an employee has personal business to attend to that conflicts with the company policy on vehicle usage, the employee shall arrange to leave the Company vehicle in the yard or at home during that time and use his/her personal vehicle.
- Participating employees shall report to their first job location, or to a location as directed by their supervisor, by the start time of their scheduled shift. This section is not intended to extend an employee's normal and usual commute. On days employees are required to report to their regular headquarters (as defined in 202.19), they shall report at the beginning of their regularly scheduled shift.
- Participating employees shall leave their last job location no earlier than the end of their scheduled shift, commuting home on their own time, not to exceed 60 minutes for in-division work. This section is not intended to extend an employee's normal and usual commute.

- Current local procedures will apply, e.g. turning in paperwork, calling in, fueling vehicles, etc. When the servicing of vehicles is required, vehicles must be left in the yard so that they may be serviced on a timely basis.
- If a participating employee is scheduled to be off for more than two days, at Company discretion, the vehicle shall be returned to the yard at the end of the last shift worked or at a time agreed to by the local supervisor. Depending on vehicle availability or other business reasons, vehicles may be required to be in the yard any time the participating employee is scheduled to be off for one full day. All commutes outside of this agreement will be the responsibility of the employee.
- The security of the assigned vehicle and compliance with local parking requirements must be maintained at all times and is the employee's responsibility. Vehicles will be parked at the employee's residence, or other agreed-to secure area, with all doors and tool compartments locked. When a vehicle is taken home, if the lap top computer is removable, the computer is to be removed and stored in the employee's home, locked bin, or other location as directed by department security requirements.

This agreement does not modify or impact the provisions of Titles 208, 212 or 308, or any local overtime agreements.

Either the Company or Union may cancel this agreement by providing 60 days advance written notice.

This proposal has been discussed with Sr. 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: \_\_\_\_\_

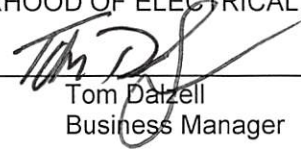


Robert Joga  
Director and Chief Negotiator

The Union is in agreement.

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

By: \_\_\_\_\_



Tom Dalzell  
Business Manager

September 10, 2015

**Letter of Agreement 15-37**  
**Vehicle Take-Home Program**

Department: \_\_\_\_\_

Headquarters: \_\_\_\_\_

In order to participate in the vehicle take-home program, I \_\_\_\_\_,  
have read and understand the **Guidelines for Participating Employees** outlined in Letter  
of Agreement 15-37, and agree to abide by those guidelines.

Signed \_\_\_\_\_ Date: \_\_\_\_\_  
Employee

Signed \_\_\_\_\_ Date: \_\_\_\_\_  
Supervisor