



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. R1-15-39-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

September 23, 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 proposes to amend the provisions of Section 111.15 of the Physical Agreement and Section 8.15 of the Clerical Agreement. This amendment will allow employees to voluntarily sell up to forty (40) hours of vacation and transfer the proceeds to support the victims of the California Wildfires.

Employees have two options:

Donation to the American Red Cross, or

Donation to all employees and pensioners who suffered damage to their homes - administered via PSEA

Employees who choose to make this donation will have their donated vacation hours converted to cash and sent directly to the Red Cross or PSEA (which will manage the distribution of funds to employees and pensioners). This amendment will be effective through October 30, 2015.

The Company also proposes to provide \$1,000 and up to seven nights lodging to employees and pensioners who have lost their home as a result of these fires. The Company at its discretion may extend these payments and lodging to other employees and pensioners who lose their home in any future fires this year.

The Company is making this proposal on a one-time, non-precedent setting basis.

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

23 September 2015, 2015