



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO.15-41-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

October 7, 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:

This Letter Agreement cancels and supersedes Letter Agreement 14-30. Under Letter Agreement 14-30 Company implemented an Internal Bid Book process for the Stockton Meter to Cash (Credit and Billing Operations Center). The parties establish this letter agreement to modify the existing IBB provisions applying to the Stockton Credit & Billing Operations.

In order to expedite the filling of vacancies, Company will offer vacant shifts/schedules to current Stockton Credit and Billing Operations department employees in the same classification, status, and headquarters prior to filling a vacancy through the Centralized Job Bidding and Transfer System (CJBT). Employees (regular and probationary) will also use this tool to indicate their interest in changing their status from full-time to part-time or vice versa.

The following administrative details will be followed:

1. The Stockton Credit & Billing Operations department will utilize the Internal Bid Book sign-up tool that allows employees to indicate their interest in moving to a different schedule. The tool will be organized by classification and headquarters with sign-up lists for each schedule. The tool will be referred to as the IBB and will be used for all Stockton Credit or Billing Operations department bargaining unit vacancies before referring the vacancy to the Centralized Job Bidding Team to fill under the provisions of Title 18.
2. Vacancies will be offered to employees who have indicated interest, based on seniority, in the following sequence:
 - a. Employees in the same classification, status and headquarters.
 - b. Employees in the same classification, bidding for full-time or part-time vacancies at the headquarters.

Employees will be required to provide an immediate response unless there are extenuating circumstances, which will be handled on a case-by-case basis.

3. Employees will be offered an opportunity to move to a new schedule by direct voice contact (face-to-face or via phone conversation) with a Company representative. All decisions to accept or decline a position will be considered final.

Failure to respond to an offer will be considered a decline.

4. Employees who have indicated interest in a shift will not be penalized if they decline a schedule change; however, the employee's name will be removed from the list and marked as declined. There will be no restrictions on employees indicating interest at a later time for the schedule that they have declined.
5. The Company will maintain a historical record of the date and time an employee indicates interest in a shift or makes changes within the tool. A historical record will also be maintained for when an employee accepts or declines a shift offer.
6. The system will allow employees to view the shift interest of other employees within the same classification, status, and headquarters.
7. On a quarterly basis, the Company will provide summary data to the Union regarding the filling of positions.
8. Unless otherwise agreed to, in the event of a Title 19 the parties agree to temporarily suspend the IBB activity.

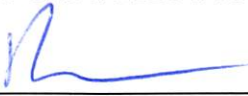
Either party may cancel this agreement by providing the other 60 days written notice of cancellation.

If you agree, 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: _____


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

October 12

, 2015