



Joe Brennan
Labor Relations Specialist
North Bay

15-170-IBEW

October 27th, 2015

Mark Wilson, Business Representative
International Brotherhood of Electrical Workers
IBEW Local 1245
30 Orange Tree Circle
Vacaville CA, 95687

Dear Mr. Wilson,

In accordance with 111.15 of the IBEW Physical Agreement, the Company proposes to allow employees to voluntarily sell vacation and transfer the proceeds to benefit Bill Henderson who has recently been diagnosed with Cancer. The vacation sale payments will assist Bill in supporting him and his family through this difficult time and aid him in fighting the disease.

We have employees who have expressed a desire to assist the Henderson's at this time by donating vacation time.

If you are in accord with the foregoing, and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By: S/Joe Brennan
Joe Brennan

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

10-27, 2015

By: S/Mark Wilson
Mark Wilson