



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. 16-38-PGE



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 21, 2016

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 parties have been meeting to discuss employee impacts associated with changes to the Company's enterprise wide records management program. These changes are necessary in order to enhance the integrity and capabilities of electronic documentation and storage of vital records such as engineering drawings. As a part of this larger effort, the decision was made to decentralize the work performed by Operating Clerks in the Engineering and Records Unit (ERU) in the General Office (GO) into the various lines of business that ERU currently supports. In addition, the Company will soon implement a more rigorous and technologically superior electronic records management system. As a result, ERU will cease operations and all seven regular Operating Clerks will be subject to displacement.

The parties have a mutual interest in minimizing disruption to employees in all lines of business and avoiding involuntary severance and therefore agree to the following modified displacement process in accordance with Section 19.12 of the Clerical Agreement:

1. All ERU Operating Clerical employees will be given Section 19.1(a) notification upon execution of this agreement, which provides them priority bidding rights ("A" rights) to vacant positions in the Company.
2. An offer of voluntary layoff with severance pay will be made to all regular status Operating Clerks in the GO headquarters. Company will accept a maximum of six employees to be awarded to those volunteers with the highest seniority dates in the headquarters. Those selected will be assigned layoff with severance pay in accordance with Exhibit K and Section 19.7(b) in the Clerical Agreement. Employees will be given 14 calendar days to make a decision on whether or not to elect voluntary severance. Once an employee elects voluntary severance, their decision is binding.
3. Any vacancies created by employees accepting voluntary severance outside of ERU will be used to assign those ERU employees not electing voluntary severance.
4. Company will create a minimum of two Operating Clerk positions within the Corporate Real Estate organization in GO for the specific purpose of placing ERU employees not electing voluntary severance.
5. All ERU employees will be given a list of vacant Operating Clerk positions in other headquarters being held for the specific purpose of placing ERU employees not electing voluntary severance.
6. Assignments made under paragraph numbers 3, 4, and 5 above will be made in accordance with ERU employees' choices in order of seniority.
7. All Hiring Hall employees currently working in ERU will be released prior to regular employees reporting to new positions outside of ERU and/or the last day worked by ERU employees prior to severance.

Mr. Tom Dalzell

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Company and Union will work together to ensure employees are fully informed and educated prior to making their decisions, and to discuss any issues that arise out of this process.

This proposal has been discussed with Senior Assistant Business Manager Joe Osterlund and Assistant Business Manager Ken Ball.

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

September 23rd, 2016

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



Tom Dalzell  
Business Manager