



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 17-09-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

April 19, 2017

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:

Written agreement between the Company and Union is required to implement the provisions of Sections 111.15 of the Physical Agreement and 8.16 of the Clerical Agreement to allow employees to voluntarily sell vacation and transfer the proceeds to an employee who is experiencing a financial hardship due to a medical emergency or death of the employee or member of the employee's family.

In many cases, time is of the essence and seeking agreement can cause undue delay. Since these agreements are relatively straightforward and the parameters within which they may be taken are clearly set forth in the Labor Agreements, the Company proposes that actions that fall within the parameters of Sections 111.15 of the Physical Agreement and 8.16 of the Clerical Agreement no longer be implemented by letter agreement between the parties but by Company notification to the Union. Notice shall be provided by the Company's Senior Director of Labor Relations to the IBEW Business Manager prior to implementing a vacation sale.

Either party may cancel this agreement with 30 days' written notice.

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*
Robert Joga
Senior Director

The Union is in agreement.

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

By: *Tom Dalzell*
Tom Dalzell
Business Manager

April 20th, 2017