



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 08-19-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-4310

STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

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

June 25, 2008

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95687

Dear Mr. Dalzell:

Company and Union have met to discuss a process for displacements of Physical and Clerical bargaining unit employees impacted by the implementation of the PG&E SmartMeter™ (formerly Advanced Metering Infrastructure) project. Affected classifications include: Meter Reader; Sr. Meter Reader; Credit Representative; Credit Rep and Meter Reader; Meter Reader and Utility Clerk; and GC Installers who choose to return to Meter Reader.

This proposal encompasses all prior AMI/SmartMeter™ agreements and intents regarding employees in classifications listed above from Letters of Agreement 05-26, 05-27, 05-66, 06-07, 06-18 and 06-49.

Since the SmartMeter schedule of deployment is very fluid, Company will determine the groupings of impacted employees for displacement purposes (e.g. quarterly), and as far in advance of known release dates as possible.

In accordance with Section 206.12 of the Physical Agreement and 19.12 of the Clerical Agreement, Company proposes the following displacement process.

206.1/19.1 Notification

Impacted employees will be provided with Section 206.1/19.1 Notice as soon as possible upon the execution of this agreement. This notice is being provided ahead of actual displacements in order to trigger the workforce benefits. The option to elect severance will be offered when an employee receives the 206.2/19.2 Notice described below.

Workforce Transition Benefits

For all employees impacted by AMI/SmartMeter™, Letter Agreement 05-66 (06-18) workforce transition benefits will be applicable and triggered by the 206.1/19.1 notification. The parties agree to extend these workforce transition benefits to all impacted employees.

206.2/19.2 Notice & Displacement Option Form

At intervals to be discussed by the parties, (e.g. quarterly) employees subject to displacement during that time period will be given their 206.2/19.2 Notice and a Displacement Option Form. Employees have seven calendar days to complete the form, indicating their preferences for the following options:

1. Layoff with Severance (includes Transitional and Educational Leave options) indicating preferred release date
2. Employment opportunity under Letter Agreement 05-26 from a list of vacancies. Employee must meet qualification requirements at time of election. If more than one person is interested in the same position, job award will be based on seniority.
3. Change headquarters and replace a Hiring Hall employee, if available. Includes all headquarters outside of current impacted area. Employee indicates headquarters of interest.
4. Title 206/19 options. Employee will have 12 calendar days from date of 206.2/19.2 Notice to complete/update the 206/19 Employee Election Form for their classification.

System-wide Notification

In accordance with Letter Agreement 99-72, concurrent with each 206.2/19.2 notification above, Company will provide system-wide notification to the remaining impacted employees described in paragraph one above. Company will assess the need and provide notification to employees in other departments who may be affected by the displacements. Employees have the opportunity to complete/update their Employee Election Form at this time.

In addition, impacted employees will be given an opportunity to volunteer to elect severance in the event a Hiring Hall employee is impacted under item 3 above. Employees indicate their interest by completing the Employee Election Form, Section C, 206.7/19.7 (the first box).

Either the Company or Union may cancel this agreement by providing 30 days advance written notice.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Stephen A. Rayburn
Director and Chief Negotiator

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

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

June 27, 2008

By: 
Tom Dalzell
Business Manager