



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 08-23-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CA 94177
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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

August 22, 2008

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:

Company and Union have met on a number of occasions to address the issue of arc flash hazard and flame retardant clothing and the proposed changes to the Federal OSHA regulation. The Company, in an effort to provide a safe work environment and to be compliant with the pending regulation, proposes the following procedures for employees exposed to an arc flash hazard.

Allowance:

This procedure will be in place for a three-year period at which time the parties will reassess the program. After the first year, the parties will review the program and recommended changes from the Working Committee for years two and three. During this three-year term, the parties' Working Committee will make recommendations, which may be implemented. Supervisors will have the discretion to provide additional clothing, based on working conditions, to employees that do not count toward the employee's allowance. Employees wishing to purchase more than their allowance will be responsible for the difference. Only approved Tyndale FR clothing may be purchased for use at work.

Year One:

Full-time User:

\$750 allowance plus one pair of coveralls from the approved Company's vendor for FR clothing.

Part-time Users:

\$400 allowance from the approved Company's vendor for FR clothing.

Infrequent Users:

1 garment = coverall

Unused allowances do not roll from year to year.

Year Two and Year Three:

The allowances for years two and three will be determined after a recommendation from the Working Committee and agreement between the Company and Union.

Replacement and Repair:

Clothing damaged on the job will be replaced or repaired and will not be charged to the employee's allowance.

Laundering:

All garments are to be laundered by the employee.

Garment Choices:

Color and styles:

Shirts: light blue, navy blue, and orange (Henley and crew neck only)

Shirt styles: Long sleeve button down, long sleeve polo, long sleeve crew, long sleeve Henley.

Pant selections: Navy, Khaki cargo pants, denim jeans, duck brown rule pocket pants.

Gas Service employees and Metering Technicians selections:

- Pants – Khaki Cargo Pants or Blue Jeans
- Shirt – Color: light or dark blue; Style: long sleeve polo or long sleeve button down.
- Employee's name will be stitched onto the shirts.

Logo:

Each garment will have the PG&E logo except for the pants.

New Employees and Hiring Hall:

New employees and hiring hall employees will be provided with appropriate clothing. Hiring Hall employees who have been provided a clothing allowance within the current year will not be reissued a clothing allowance until 12 months have elapsed since they were provided an allowance. Coveralls should be available to those employees until their clothing is delivered.

Working Committee:

A Company/Union Working Committee will be established to review the program, verify covered employees and to recommend changes to the Director of Labor Relations and the Union's Business Manager. The Committee will be four members from the Company and four members from the Union.

Roll Out:

Fittings began in July 2008.

Tyndale is the approved Company vendor.

Training July 2008 to November 1, 2008.

Wearing Requirement:

Part-time and infrequent users will be expected to wear the clothing any time they have the potential to be exposed to an arc flash hazard.

Full-time users are expected to be in FR clothing while at work.

FR clothing is required when the employee is exposed to an arc flash hazard or when accessing a facility where FR is required. Natural fiber will be allowed as an under or inner layer but the outer layer must be FR.

Regulation:

This agreement is based on current regulations and will be subject to being re-negotiated due to revisions to 1910.269 Federal Regulation and Cal OSHA Title 8 State regulation, if the standard or the interpretation of the standard designates FR clothing in this regulation as personal protective equipment (PPE).

If you are in accord with the foregoing and agree thereto, 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: 

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

October 15, 2008

By: 

Tom Dalzell
Business Manager