



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 10-36-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES 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

August 16, 2010

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:

In conjunction with ongoing Company and Union efforts to improve PG&E's safety culture and performance, the Company and Union have discussed possible changes to the Positive Discipline System related to safety. The proposed changes include:

1. When determining disciplinary action due to safety violations, the Company shall consider an employee's overall safety record, both positive and negative. Discipline shall be based on the employee's safety record as a whole, provided that each safety issue relied upon was brought to the employee's attention at the time of the incident.
2. The parties agree that an employee on a DML for a safety violation who commits a related minor infraction or who has multiple minor incidents that would not otherwise result in a written reminder or higher level of discipline, would not be subject to discharge.
3. The parties agree to establish a six-month pilot program incorporating the principles of the Federal Aviation Administration (FAA) Aviation Safety Action Program (ASAP). The objective of the ASAP is to encourage air carrier and repair station employees to voluntarily report safety information that may be critical to identifying potential precursors to accidents. The Federal Aviation Administration has determined that identifying these precursors is essential to further reducing the already low accident rate. Under an ASAP, safety issues are resolved through corrective action rather than through punishment or discipline. The ASAP provides for the collection, analysis, and retention of the safety data that is obtained. ASAP safety data, much of which would otherwise be unobtainable, is used to develop corrective actions for identified safety concerns, and to educate the appropriate parties to prevent a reoccurrence of the same type of safety event. An ASAP is based on a safety partnership that includes the FAA and the certificate holder, and may include a third party, such as the employee's labor organization. To encourage an employee to voluntarily report safety issues, even though they may involve the employee's possible noncompliance with safety rules, enforcement-related incentives have been designed into the program.

The parties will meet and discuss the specifics of the pilot program within 30 days of ratification of this letter agreement.

Mr. Tom Dalzell

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August 16, 2010
L/A 10-36-PGE

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 4, 2010

By: 
Tom Dalzell
Business Manager