



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 12-43-PGE



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

September 12, 2012

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 recently met to discuss the relocation of Work & Resource Dispatchers – Gas, currently located in Fresno and Concord, to the new Gas Operations facility at Bishop Ranch in San Ramon. Pursuant to the recently executed Letter of Agreement 12-40, which separated out Gas Dispatch from Metering Dispatch, the parties will include all incumbent Work and Resource Dispatchers and Dispatchers-in-Training to fill both the Concord Work & Resource Dispatcher – Metering classifications and the San Ramon Work & Resource Dispatcher – Gas classifications simultaneously.

The total number of Dispatcher and Dispatcher-in-Training (DIT) positions established in the new Concord (Metering) and San Ramon (Gas) organizations combined will be at least equivalent to the total number of employees impacted by this reorganization. The Company anticipates that both the Concord Dispatch and San Ramon Dispatch organizations will be fully staffed by second quarter, 2013.

Pursuant to Section 206.12 of the Physical Agreement, the parties discussed the following process to facilitate the staffing of Metering Dispatch in Concord and the relocation of Gas Dispatch employees from Fresno and Concord to San Ramon.

1. Company will establish New Jobs at a Headquarters at the Bishop Ranch, San Ramon location and at the Concord RMC in accordance with Subsection 205.4(h). Company will establish vacancies for Dispatcher-Gas and DIT-Gas in San Ramon, and Dispatcher-Metering and DIT-Metering in Concord.
2. Company will begin filling DIT-Gas positions in San Ramon and DIT-Metering positions in Concord via the Section 205.5 process as soon as possible. In addition, Company will begin filling some Dispatcher-Gas positions in San Ramon via the Section 205.7 process.
3. Incumbent Work & Resource Dispatchers and DITs in Concord and Fresno (“impacted employees”) will be given Section 206.1 notification as soon as possible after the execution of this agreement.
4. Impacted employees will be offered the four options below. Their election will be considered binding. Employees will have 14 calendar days to indicate their choice and order of priority.

- a) Accept a Work & Resource Dispatcher-Gas vacancy in Bishop Ranch, San Ramon
- b) Accept a Work & Resource Dispatcher-Metering vacancy in Concord RMC
- c) Accept Section 206.7 layoff with severance, or
- d) Pursue Title 206 process options

Assignments into the vacancies in a) and b) above will be made in order of seniority. Employees who are eligible for the Section 206.8 Moving Allowance as a result of accepting a position in San Ramon or Concord will be eligible for an enhanced allowance of \$8,000. Employees who provide evidence that they relocated their residence within a commutable distance to their new headquarters will receive the allowance as a flat amount rather than as reimbursement for covered expenses as in Section 206.8.

For employees electing option c) layoff with severance, Company will determine the layoff/severance dates. For those employees who elect option d) Title 206 process options, Company and Union will meet and discuss how to proceed with the process provided for in Title 206, including potential impacts to employees in other departments.

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

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

 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

9-19, 2012 By: 

 Tom Dalzell
 Business Manager