



LETTER AGREEMENT NO. 12-49-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
PO Box 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-4310

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL
BUSINESS MANAGER

October 17, 2012

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 connection with the planned relocation of personnel within the Gas Operations department, the Company is relocating support personnel from the General Office headquarters to the Bishop Ranch headquarters, 6121 Bollinger Canyon Road, San Ramon. As part of this move, five Administrative and Technical (A&T) employees will be relocated to that headquarters. The parties agree that pursuant to Section 18.17 of the Clerical Agreement to reclassify the below affected employees to IBEW bargaining union positions as follows:

1. Classification

G.O. Gas Operations to San Ramon

Employee	Current Classification	Current Hourly Salary	IBEW Classification
Cabiles, Rowena M	<i>Administrative Clerk, Senior</i>	\$28.85	Operating Clerk
Caccam, Joeleen	<i>Administrative Clerk, Senior</i>	\$29.81	Operating Clerk
Newman, Susan	Secretary	\$32.90	Operating Clerk
Reed, Cecilia	Secretary	\$32.14	Operating Clerk
Velez, Erminia	<i>Administrative Clerk, Senior</i>	\$32.99	Operating Clerk

Effective January 1, 2013, the above employees will be considered to be in the Clerical Operating Line of Progression. The positions will be aligned with the newly created Operating Clerk position, San Ramon Bishop Ranch headquarters.

The seniority of the employees shall be determined in accordance with Section 17.3. Should clerical bargaining unit employees at the headquarters be affected by any Title 19 activity, the provisions of Exhibit I shall apply.

The above employees' operating clerical positions will not be downgraded as a result of the Clerical Job Evaluation System as long as they remain in the position.

Future clerical vacancies in this Department will be filled in the normal Operating Line of Progression, with the actual classification determined by the agreed-to Clerical Job Evaluation System, in accordance with Title 18.

2. Wages

Wages will be determined in accordance with Section 13.3. for placement in to the following Operating Clerk wage scale effective January 1, 2013:

Start	27.32
End 6 Mo	28.93
End 1 Yr	30.51
End 18 Mo	31.40
End 2 Yr	32.29
End 30 Mo	33.19
End 3 Yr	34.08
End 42 Mo	34.97
End 4 Yr	36.19

3. Benefits

The employees will be provided a bargaining unit enrollment packet given their change in status for making 2013 elections once placed in to the Operating Clerical classification.

4. Hours

The employees will continue to work their current schedule. Any alternate work schedules will be agreed to via a letter of agreement.

5. Bidding/Demotion Unit

This Operating clerical position will be included in Bidding Unit 1, Bidding Area 4 and Demotion Unit 1, Demotion Area 4.

6. Testing

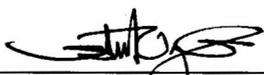
These employees previously met the requirement to pass the Clerical Test Battery and will not be subject to the typing requirements.

This proposal has been discussed with Senior Assistant Business Manager Dorothy Fortier.

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

October 23, 2012

By: 
Tom Dalzell
Business Manager