



LETTER AGREEMENT NO. 13-22-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 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

May 10, 2013

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:

This confirms recent discussions between the Company and IBEW Local 1245 regarding current staffing levels. Previous hiring patterns and an unprecedented level of investment in the gas and electric infrastructure have resulted in high levels of overtime and contracting. The parties have agreed to address staffing in this agreement as noted below.

A. Gas Operations

Based on current workload projections, Gas Operations expects to fill 1,350 IBEW-represented positions from 2013-2016.

2013 – 400 new hires or jobs awarded internally from employees outside Gas Operations

2014 – 400 new hires or jobs awarded internally from employees outside Gas Operations

2015 – 400 new hires or jobs awarded internally from employees outside Gas Operations

2016 – 150 new hires or jobs awarded internally from employees outside Gas Operations

Gas Operations will deploy a dedicated Program Management Office (PMO) to manage hiring, training, on-boarding, logistics and progression.

B. Electric T&D

In Letter Agreement 12-14, the Company agreed to hire 60 Pre-Apprentice Lineman positions in 2012 and 2013. From 2014-2016, the Company agrees to hire the maximum number of Pre-Apprentice Linemen that it can hire without exceeding the ratio below. In no event will the Company be required to hire more than 100 Pre-Apprentice Linemen in any year, unless the ratios so permit and the Company determines in its sole judgment that operational needs would be suited by hiring more than 100 pre-Apprentice Linemen.

Agreed to Ratios:

Title 200 – 1 cold apprentice per Electric Crew Foreman (excluding small yards where the parties agree that an apprentice would not receive adequate training); 1 additional hot apprentice not to exceed 1 hot/cold apprentice per 2.5 journeymen.

Title 300 – 1 cold apprentice per Subforeman A; 1 additional hot apprentice not to exceed 2 hot/cold apprentices per Subforeman A.

C. Electric Maintenance

Based on current workload projections and the availability of qualified candidates, Electric Operations agrees to fill 12 Apprentice Electrical Technician positions each year from 2013-2016.

D. Telecommunications

Based on existing attrition estimates and projected workload, Telecommunications agrees to fill 10 positions with new hires or internally with employees from outside the IT organization each year from 2013-2016.

All projected hiring addressed in this letter agreement assumes availability of qualified candidates and is limited by the ability to safely on board new employees. It is also based on projected workload which is subject to change and presumes that PG&E receives all of the funding it is requesting in its 2014 General Rate Case. Hiring levels are targets based on currently available information and may vary slightly requiring adjustments in successive years.

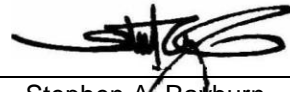
This agreement is made without precedence.

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

_____, May 13, 2013

By: _____



Tom Dalzell
Business Manager