



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 13-65-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 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 13, 2013

Superseded by LA 20-03

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:

The Company and Union continue to meet monthly to discuss contracting of work normally performed by the bargaining unit as described in Letter of Agreement 09-41. While the Company continues to increase staffing in departments covered under LA 09-41, the parties recognize that contracting of "flagging/traffic control" work has been increasing over the past several years. The Company proposes to address this issue with the following pilot agreement.

Pursuant to Letter of Agreement R1-04-12 (Hiring Hall Letter of Agreement), the Company proposes to establish a six month "traffic control" pilot in the Santa Rosa/North Bay area. The Company and Union anticipate the pilot to begin in late August, 2013. The Special Project section of LA R1-04-12 shall be utilized for this pilot and the classification utilized will be the entry level Title 300 Hiring Hall Utility Worker. All other provisions of LA R1-04-12 will apply. The Hiring Hall Utility Workers covered under this agreement will support all departments for flagging/traffic control needs within the Santa Rosa/North Bay area. The use of Hiring Hall Utility Workers to perform flagging work is not precedent setting and the parties will discuss the appropriate classification to regularly perform this work after the pilot.

The Company has recently interviewed a number of candidates for regular positions in the North Bay area who are suitable for this project and may include other candidates as well. The Company will provide the Union with a list of approximately 16-20 Hiring Hall Utility Worker candidates for the project as the pilot is expected to expand to other North Bay areas.

The parties will collaborate to expedite the sourcing, training and dispatching of, initially, six to eight Title 300 Hiring Hall Utility Workers to perform flagging/traffic control duties in the North Bay area. Based on the sustained flagging workload, the number of Hiring Hall employees performing flagging work may be increased. IBEW Local 1245 will provide one day flagging training and certification for Hiring Hall employees they dispatch. The training incorporates the California Manual on Uniform Traffic Control Devices 2012 and meets the requirements under Cal OSHA's Title 8 Construction Safety Orders Sections 1598 and 1599. Work schedules will be 7:00 am – 3:30 pm and the initial reporting headquarters will be the Santa Rosa Service Center on Occidental Road. Employees will work under the Title 300 section of the Agreement.

While the Title 300 Utility Workers will operationally report to the General Construction Gas Department, they will be available to perform flagging/traffic control in Title 200 and Title 300 Gas and Electric Transmission and Distribution. Hiring Hall Utility Workers may be used to supplement crews in Title 200 or Title 300 Gas and Electric Transmission and Distribution Departments when not performing flagging duties.

Overtime for extension of the workday will be considered as part of the duties of the Title 300 HH Utility Workers covered under this agreement. All other overtime assignments with respect to flagging/traffic control will first be offered to the appropriate Title 200 or 300 classifications within the department performing the work before the use of Hiring Hall employees or contractors.

In addition, depending on local resources the Company may have a need to utilize a hiring hall clerical position to perform support duties for the project. The Company will utilize this project agreement, if necessary, to source, train and dispatch the appropriate clerical classification. The reporting headquarters for the clerical position will be the Lakeville Substation in Petaluma.

The Company and Union will meet each month during the term of the pilot to address any issues that may arise, review the progress of the pilot and plan for the expansion of the pilot to other areas within the Company.

If you agree, 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: _____

[Signature] FOR

Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

August 16, 2013

By: _____

[Signature]

Tom Dalzell
Business Manager