



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 13-69-PGE

IBEW



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

September 5, 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:

In Letter of Agreement 12-39, the parties established the new Lines of Progression for the Distribution Gas System Operator (Relief) and Apprentice Distribution Gas System Operator within the new Gas Distribution Control Center Department.

The agreement also added "Transmission" to the existing Gas System classifications as follows: Due to the establishment of these new Distribution classifications, the existing Gas System Operator, SAP code 50010314 and Apprentice Gas System Operator, SAP code 50073138, will have Transmission added to the beginning of their titles.

The parties have continued discussions on the relocation of the Gas Control Centers to the Bishop Ranch San Ramon headquarters with respect to both the Distribution and Transmission Gas System Operation employees currently headquartered in San Francisco. The Company will be reassigning these employees to San Ramon pursuant to Section 206.17 in the near future.

The Company has an interest in establishing a residence requirement due to the local hours of work agreements providing for 12 hour shift schedules and the Company's obligation to comply with Federal Fatigue Management Hours of Service rules applying to Gas Control Centers. Furthermore, Company has an interest in encouraging employees to move within a distance from the Bishop Ranch headquarters that is more stringent than the current Federal Fatigue Management rules requires. Therefore, Company proposes to modify Section 206.8 moving allowance for the relocation of the Gas Control Centers to Bishop Ranch and to establish a residence requirement as follows:

Supersede Provisions of Section 206.8 Moving Allowance

- Employees who reside beyond 40 miles (according to Google Maps driving directions) from the Bishop Ranch San Ramon headquarters are eligible for an enhanced allowance of \$8,000 upon moving their residence closer to and within 40 miles of their new Bishop Ranch headquarters.

- Employee must provide evidence that s/he newly relocated his/her residence after being hired as an apprentice in the Transmission or Distribution Control Center and between November 2012 and January 2014 or within 6 months from the date of relocation, whichever is later.
 - Employee must demonstrate that the move occurred to a new residence, in which the employee did not previously reside.
 - Employees must demonstrate that the new principal place of abode is where s/he normally resides on a regular basis, one from which the employee commutes daily and one which the employee has financial responsibility to maintain i.e. employee or spouse is listed on the mortgage or rental agreement if the residence is an apartment.
- Eligible employees who meet the criteria as described above will receive the allowance as a lump sum payment.
- In the event employees choose to relocate, but outside the parameters as described above, the provisions of Section 206.8 shall apply.
- The moving allowance is not included in covered compensation for pension or 401(k) purposes.

Residence Requirement

Due to the Federal Fatigue Management Hours of Service rules and the parties' agreement for 12 hour schedules, employees are required to reside within a commutable distance of no more than two hours and forty-five minutes, round trip to and from the employee's headquarters, under ordinary travel conditions (according to Google Maps) before and after the employee's regularly scheduled work hours.

Employees who bid to such jobs will be required to move within (the two hours and forty-five minutes, round-trip to and from the employee's headquarters) commute area no later than 6 months from the date of the job award. Failure to comply with the residency requirement by the date committed will result in a regular status employee's demotion pursuant to Section 206.15. By mutual agreement between the parties, extensions to meet the residency requirement may be permitted.


This residential requirement applies to 12-hour shift schedules only and may be adjusted in the event the parties agree to a modification of the local hours of work agreement.

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

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: 

 Stephen A. Rayburn
 Director and Chief Negotiator

The Union is in agreement.

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

By: 

 Tom Dalzell
 Business Manager

September 11, 2013