



# LETTER AGREEMENT NO. 13-89-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
375 N. WIGET LANE  
SUITE 130  
WALNUT CREEK, CA 94598  
925.974.4401  
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

December 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:

This letter provides IBEW notice that effective December 8, 2013, Company will administer the Work Orientation Inventory (WOI), Industrial Skills Test (IST), Clerical Test Battery (CTB) and Physical Test Battery (PTB) through internet-based testing.

Company proposes the following with regard to compensable time when taking any of the four internet based tests:

The Work Orientation Inventory (WOI), Industrial Skills Test (IST), Clerical Test Battery (CTB) and Physical Test Battery (PTB), must be taken during regular work hours on a company computer as scheduled by the supervisor. However, if an employee has an extenuating circumstance demonstrating a need to schedule one of these four tests outside of work hours at a non-work location on a non-work computer, Company may approve such requests on a case-by-case basis. Test taking time is only compensable if such tests are taken during work hours at a designated work location.

Either party may cancel this agreement by giving sixty (60) calendar days written notice.

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: /s/ Stephen A. Rayburn  
Stephen A. Rayburn  
Director and Chief Negotiator

The Union is in agreement.

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

December 20, 2013

By: /s/ Tom Dalzell  
Tom Dalzell

Business Manager