



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 14-19-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

April 11, 2014

**CXL Superseded by LA 14-51**

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 purpose of this letter agreement is to request IBEW's agreement to modify the per diem provisions for Title 300 employees and to modify LA 03-35 for employees within the General Construction Gas Department.

In 2002, PG&E began the New Employee Orientation (NEO) program to provide most new hires an overview of the Company and its policies. This resulted in new employees attending a one-day orientation in San Ramon some time during their first 30 days of employment. Also, during 2002, the Company reinforced its compliance efforts by implementing the requirement for completion of I-9 forms along with verification of identity through supporting documentation as required by the federal government. Failure to do so could result in fines and/or reprimands to the Company.

As a way to meet both the need for orientation and completion of the I-9 and other forms, the parties agreed in LA 03-35 to modify NEO so that most new employees report to San Ramon on their first day. This Day 1 reporting recognized that some attendees may need to arrive the day before and would qualify to receive mileage at the IRS rate and reimbursement for reasonable expenses.

As all General Construction employees will report to their starting work location following NEO, Company proposes that the starting work location be utilized for per diem purposes under Section 301.3.

In addition to NEO, the Company now requires that certain classifications within the GC Gas Department attend other training prior to reporting to their initial work assignment and location. These employees will report to their starting work location after attending NEO and other required new hire training, and the applicable provisions of Section 301.9 shall apply.

For clarification purposes the "starting work location" is also known as the "hiring location" in Title 301.

This proposal has been discussed with Joe Osterlund, Senior Assistant Business Manager.

Mr. Tom Dalzell


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April 11, 2014  
L/A 14-19-PGE

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

April 18, 2014

By:   
\_\_\_\_\_  
Tom Dalzell  
Business Manager