



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 14-20-PGE

**IBEW**



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 15, 2014

## Additional provisions in LA 15-35

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 Agreement 08-19, the parties established a process for displacement of IBEW-represented Physical Employees affected by the implementation of SmartMeter. As a significant amount of time has elapsed since the original agreement and the Meter Reading function at PG&E is still in transition, the parties met to discuss the appropriate next steps with regard to displacement. The parties have also discussed the future job duties of the Meter Reader and Sr. Meter Reader within PG&E.

This agreement is intended to add to the provisions of LA 08-19 and any applicable preceding agreements and is not intended to supersede any of the already agreed-to provisions. As with LA 08-19, the employees stipulated in this agreement shall be considered "Impacted" employees.

To expedite the remaining displacements of Impacted Employees within Meter Reading, the parties agree to first provide all remaining regular Sr. Meter Readers, Meter Readers and Meter Reader and Utility Clerks a voluntary option to elect severance under the provisions of LA 08-19. Employee's electing this option will be assigned severance. The actual effective date of the severance will be determined by the Company.

Subsequently, should additional displacements occur at the remaining Meter Reading headquarters, any remaining regular Meter Reading employee will be provided a notice under Section 206.2 of the agreement regardless if the headquarters had received the notification before or not. Further, this reset will also include an Option to Displace Hiring Hall as defined in LA 08-19 regardless if that office had already been through the displacement process or not.

The above displacement process will continue as the Company continues to evaluate the need and locations for remaining offices.

The parties also agreed that the Company will establish a limited number of Part-Time Hiring Hall Meter Reading positions. Prior to the establishment of any Part-Time Hiring Hall position, the company will confer with IBEW. Any current full-time Hiring Hall employee at that location will be offered the opportunity to transfer to another full time position, return to the Hiring Hall or remain as a Part-Time HH Meter Reader. In the event a Part-Time schedule is offered to an existing Hiring Hall employee as noted above, the Company will provide workdays and hours of such schedule. Hiring Hall employees who elect to return to the Hiring Hall as provided for above shall be deemed eligible for re-hire. These positions will not be options for future displacements.

In addition to the above provisions, the parties agreed to form a Working Committee which will address other outstanding issues. This will include a review of Sr. Meter Reader staffing levels and where additional regular Sr.

Meter Reader positions could be utilized. The parties agree that regular Sr. Meter Reader positions may be filled as a result of the review and that if any are filled, the parties will utilize Section 205.7 (bidding) to do so. The Working Committee will also review and update the Meter Reader Agreement (Exhibit XVII) (including hours of work), Vehicle Take Home policy, rerouting issues, Hiring Hall concerns and clarification of job duties with the Meter Reading Line of Progression.

The Working Committee will be chaired by one Meter Reading Leadership Team member and by one IBEW staff member as well as up to three members for each party.

This agreement has been reviewed with Assistant Business Managers - Ken Ball and Joe Osterlund.

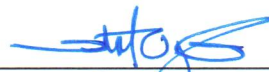
The Company or Union may cancel this agreement with 30 days written notice for any reason.

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

April 16, 2014