



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 15-54-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
375 N. WIGET LANE  
SUITE 130  
WALNUT CREEK, CA 94598  
925.974.4461

ROBERT JOGA  
SENIOR DIRECTOR

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 17, 2015

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 order to provide adequate coverage for the upcoming winter storm season, the Company proposes, pursuant to Subsection 10.7(b) of the Clerical Agreement, to establish the following temporary shifts at the following headquarters and to solicit volunteers to staff them:

**Sacramento 2740 and Fresno will be offered:**

1. Monday – Friday, 7:30AM-4:00PM
2. Monday – Friday, 8:00AM-4:30PM
3. Monday – Friday, 8:30AM-5:00PM
4. Monday – Friday, 9:00AM-5:30PM

**Sacramento 2730, San Jose, and Stockton will be offered:**

1. Monday – Friday, 8:00AM-4:30PM
2. Monday – Friday, 8:30AM-5:00PM

The temporary shifts are expected to last between 1/3/2016 – 2/13/2016. The following number of temporary shifts will be offered:

Site	# CSR Offers	# SSR Offers
Fresno	106 English 57 Spanish	3
Sac 40	89 English 17 Spanish	3
San Jose	51	1
Sac 30	33	0
Stockton	24	0
<b>TOTAL</b>	<b>377</b>	<b>7</b>

With respect to staffing these shifts, the parties agree to the following:

Volunteers (not currently working in one of these shifts) will be solicited to fill these shifts, and shift changes will be awarded on the basis of seniority and by classification. The Company will not force employees onto this shift. In the event that the temporary shift changes prove unnecessary, the Company will give the employees the option of remaining in the temporary shift through the duration of the period. Should a volunteering employee's circumstances change such that it's no longer practical for them to remain in the temporary shift, the Company will allow them to revert to their original schedule. Finally, any prior time-off requests will be honored for employees who volunteer for the temporary shift change.

Upon 30 days written notice, either party may cancel this agreement.

This proposal has been discussed with Senior Assistant Business Manager, Jenny Marston.

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: \_\_\_\_\_

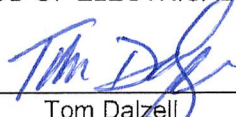


Robert Joga  
Senior Director

The Union is in agreement.

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

By: \_\_\_\_\_



Tom Dalzell  
Business Manager

December 18<sup>th</sup>, 2015