



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 16-14-PGE

IBEW



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

April 11, 2016

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:


Due to a shortage of qualified candidates, PG&E has established an Employee Referral Award Program for recruiting journeyman Metering Systems Technicians in the Field Meter Operations organization.

Company is proposing to include IBEW-represented physical and clerical bargaining unit employees as eligible to participate in this program. The guidelines for this referral program are attached. The Company will retain the right to cancel this program at any time and will notify the Union of cancellation.

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 accord with the foregoing and agrees thereto as of the date hereof.

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

APR 21 2016, 2016

By: 
Tom Dalzell
Business Manager

**Pacific Gas and Electric Company (PG&E)
Employee Referral Award Program for the
Field Meter Operations Organization**

May 1st, 2016

The Employee Referral Award Program (ERAP) is designed to encourage and reward employees who refer candidates who are offered and accept employment with the Company. Employees who refer a candidate who is successfully placed in a journeyman Metering Systems Technician position will receive a financial award for their efforts.

This reward program is for the journeyman Metering Systems Technician classification in the Field Meter Operations organization, effective May 1, 2016. This position(s) will be posted on <http://www.pge.com/careers>.

ELIGIBILITY:

All PG&E employees, with the exception of Officers, Directors, MBA Associates, and Recruiting, are eligible to participate in the ERAP program. Managers are eligible for the award program if the placement is made into a department other than their own.

The following are not eligible referrals under this program:

- Hiring hall employees, vendors, contractors, agency workforce management workers, other temporary agency workers assigned to PG&E.
- Former PG&E employees who have been off the Company's payroll for less than one year, or are otherwise ineligible for rehire.
- Applicants already under consideration.

AWARD:

To receive an award, the candidate referred by an employee must be hired by the Company as a regular, full-time employee in the Field Meter Operations organization and successfully complete six months of service.

The amount paid to the referring employee is:

- \$1,500

After the new employee has successfully completed six months of service, the referring employee will be paid the full amount of the award, less applicable taxes. To receive the award, the referring employee must be employed with the Company at the time the installment is payable. Payments are not subject to 401K matching or contribution. Only one award will be paid per position filled. In the event of multiple referrals of the same candidate, the first received referral will be eligible for the payment.

TO SUBMIT A REFERRAL:

To refer a candidate under this program, an employee must submit the candidate's resume to MSTreferral@pge.com. Additionally, the employee will direct the candidate to submit his or her application via the careers page at <http://careers.pge.com/>

Example referral:

Enclosed is Jane Doe's resume. I am referring Ms. Doe under the ERAP program for the Metering Systems Technician.

Employee's name and contact information

*Human Resources and the Field Meter Operations organization will evaluate the program periodically. PG&E retains the right to modify or cancel this program at any time.

PG&E is an equal employment opportunity employer.