



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 16-19-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
375 North Wiget Lane
Walnut Creek CA 94598

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

Robert Joga
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL
BUSINESS MANAGER

June 13, 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:

The Company is in the process of consolidating the Distribution Control Centers which has necessitated displacement of employees from the legacy control centers in accordance with Letter of Agreements 13-19 and 15-49.

The Company proposes to give preferential consideration to Lead System Operators, System Operators, and Division Operators impacted by the consolidation of the Electric Distribution Control Centers. Eligible employees who have been provided Section 206.1 notice, have not elected the Commitment Allowance provided for in Letter of Agreement 15-49, and are headquartered at the Legacy Golden Gate Control Center, will have "A" bidding rights to Electrician – Switching (SAP Job Code 50070742) vacancies at the Martin Service Center from the effective date of this agreement until Golden Gate Control Center is closed. For the purposes of this agreement, these employees will be considered qualified bidders for these positions and placed as provisional Electrician – Switching. Vacancies will be offered in order of Company Seniority. The physical report date will be determined by the Company.

Employees accepting these positions will be removed from the 206 process, assigned to their Electrician – Switching positions, will report to the Martin Service Center, 731 Schwerin Street, Daly City, within three days of accepting the bid, and shall waive Section 205 bidding rights for a period of two years from the date they accept their bid. Once assigned as Electrician – Switching, employees may be required to continue to provide support to the Central Distribution Control Center in the capacity of a Distribution Operator; during this transition period, 731 Schwerin Street, will remain their regular headquarters. These employees will be paid at the appropriate Lead System Operator, System Operator, or Division Operator wage rate for all work performed in these Control Centers. The three years of wage protection afforded to employees under 204.6(d) of the Physical Agreement will be extended and commence when these employees begin their regular assignments in the Electrician Switching Role. The Company will notify the Union of the official transition date and commence wage protection on that date.

Any bidder who has not previously completed the Substation Electrician apprenticeship training program will be placed as a provisional Electrician - Switching and will be required to complete a provisional Substation Electrician training program approved by the Joint Apprenticeship Training Committee (JATC). A six-month extension may be granted to the provisional training period, which is normally 12 months, if necessary. The Company will provide periodic updates to the JATC as necessary. Employees who do not successfully complete the training program may be removed from the Electrician – Switching classification by the JATC and shall be demoted or displaced in accordance with Section 206.15 of the Physical Agreement.

In accordance with Letter of Agreement 10-01, the Electrician-Switching classification is defined as a Service Employee. It is anticipated that the regular schedule for these vacancies will be 4 -10's with a regular workweek of either Sunday - Wednesday or Wednesday – Saturday.

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,

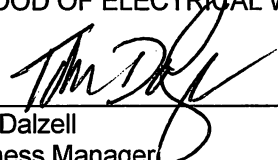
PACIFIC GAS & ELECTRIC COMPANY

By: 
Robert Joga
Director and Chief Negotiator

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

June 21, 2016

By: 
Tom Dalzell
Business Manager