



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 16-24-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

July 12, 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:

This confirms recent discussions between the Company and IBEW Local 1245 regarding the 2017 General Rate Case. In lieu of Local 1245 pursuing staffing numbers in the General Rate Case, the parties have agreed to address staffing in the Gas Operations, Electric Meter, IT – Telecom Maintenance and Construction, and Electric T&D Departments as noted below.

## A. Gas Operations

Based on current workload projections, Gas Operations expects to fill 360 IBEW-represented positions from 2017-2019.

2017 – 120 new hires or jobs awarded internally from employees outside Gas Operations  
2018 – 120 new hires or jobs awarded internally from employees outside Gas Operations  
2019 – 120 new hires or jobs awarded internally from employees outside Gas Operations

## B. Electric Meter

Based on current workload projections, Electric Meter expects to fill 66 IBEW-represented positions from 2017-2019.

2017 – (10) Apprentice Metering Systems Technicians and (12) Meter Maintenance Persons filled either by new hires or through jobs awarded internally to employees outside Electric Meter.  
2018 – (10) Apprentice Metering Systems Technicians and (12) Meter Maintenance Persons filled either by new hires or through jobs awarded internally to employees outside Electric Meter.  
2019 - (10) Apprentice Metering Systems Technicians and (12) Meter Maintenance Persons filled either by new hires or through jobs awarded internally to employees outside Electric Meter.

## C. IT Telecomm Maintenance & Construction

Based on current workload projections, IT Telecomm Maintenance & Construction (Title 200 and Title 300) expects to fill 45 IBEW-represented positions from 2017-2019.

2017 – 15 new hires or jobs awarded internally from employees outside IT Telecomm Maintenance & Construction  
2018 – 15 new hires or jobs awarded internally from employees outside IT Telecomm Maintenance & Construction  
2019 – 15 new hires or jobs awarded internally from employees outside IT Telecomm Maintenance & Construction

D. Electric Transmission & Distribution (T&D)

From 2017-2019, the Company agrees to hire the maximum number of Pre-Apprentice Linemen that it can hire without exceeding the ratio below. In no event will the Company be required to hire more than 100 Pre-Apprentice Linemen in any year, unless the ratios so permit and the Company determines in its sole judgment that operational needs would be suited by hiring more than 100 Pre-Apprentice Linemen.

Agreed-to Ratios:

- a) Title 200 – 1 cold apprentice per Electric Crew Foreman (excluding small yards where the parties agree that an apprentice would not receive adequate training); 1 additional hot apprentice not to exceed 1 hot/cold apprentice per 2.5 journeymen.
- b) Title 300 – 1 cold apprentice per Subforeman A; 1 additional hot apprentice not to exceed 2 hot/cold apprentices per Subforeman A.

From 2016-2019 the Company agrees to make reasonable efforts to hire a total of 60 employees in Substation M & C.

All projected hiring addressed in this letter agreement assumes availability of qualified candidates and is limited by the ability to safely on board new employees. It is also based on projected workload which is subject to change and presumes that PG&E receives all of the funding it is requesting in its 2017 General Rate Case. Hiring levels are targets based on currently available information and may vary slightly requiring adjustments in successive years.

This agreement is made without precedence.

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

 , 2016

By: 

Tom Dalzell  
Business Manager