



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. R1-17-14-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

May 15, 2017

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 and Union met to discuss contracting needs within Substation for qualified Electricians and the joint interest of hiring locally from a diverse hiring pool, giving preference to candidates with prior substation experience. The parties reviewed the status of Apprentice Electricians within Substation and the usage of CANUS Electricians and CANUS Utility Workers. There are currently two Title 200 Apprentice Electricians (anticipated to top out in 2019 and 2020), and 72 Title 300 Apprentice Electricians (anticipated to top out from 2017 – 2020).

The Company proposes to make best efforts to reduce or eliminate reliance on contract electricians in Substation as Apprentices top out of the apprenticeship, and to end the assignments of the current seven CANUS Utility Workers within substation by June 1, 2017. Future contracting shall be subject to the parties' Collective Bargaining Agreement and Letter Agreements. Until such time that the Company determines there are a sufficient number of journeymen to meet business needs, the Company, at their option, may continue to utilize CANUS Electricians to supplement crews without payment grievances filed over use of contractors or other issues associated with the use of CANUS electrician(s), or additional remedies to employees that may be assigned to work on crews with CANUS Electricians.

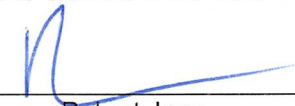
Either party may cancel this Agreement by providing the other 60 days' written notice.

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

May 22nd

_____, 2017