



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 17-37-PGE



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

November 7, 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 parties have met to discuss the workforce reduction of one (1) Shop Meterperson at the Fremont Meter Plant, Meter Department due to lack of work. The parties have a mutual interest in minimizing the disruption to employees in all lines of business and avoiding involuntary severance, and therefore agree to the following modified displacement process in accordance with Section 206.12 of the Physical Agreement:

1. The least senior Shop Meterperson will be given Section 206.1(a) notification upon execution of this agreement, which provides him with priority bidding rights ("A" rights).
2. The Company and Union will jointly meet with the employee to provide him with a list of available vacant beginning level position(s), for which he is qualified, which he can voluntarily accept. If more than one vacancy is available, he will be afforded his first choice. If the employee elects to fill one of the identified beginning level vacancies, he will:
 - a. Retain his current wage rate for three years in accordance with Subsection 204.6(d).
 - b. He will be afforded the provisions of 206.8 Moving Allowance as applicable.
3. If the employee declines to fill an available vacancy, the vacancies will be released to be filled through the normal Title 205 transfer process, and the Company will provide voluntary severance options to the other four (4) Shop Meterpersons at the Fremont Meter Shop in accordance with Subsection 206.7(b) of the physical agreement. The employee with the highest seniority electing voluntary severance will be assigned layoff (206.7) with severance pay in accordance with Exhibit XIV.
4. If none of the four other Shop Meterpersons accept voluntary severance, the employee will have 14 calendar days, from date of notice that no volunteers accept severance, to obtain another position. At the end of the 14 calendar days, if the employee has not accepted another position, he will be assigned layoff with severance pay in accordance with Exhibit XIV, and will maintain rehire rights as outlined in Section 206.13. During the 14 calendar days, the Company will provide a list of any new beginning level vacancies for which the employee is qualified, if any, for his consideration.

The Company and Union will work together to ensure that the employee is fully informed and educated prior to making a decision, and will discuss any issues that arise out of this process.

This proposal has been discussed with Senior Assistant Business Manager Anthony Brown and Business Representative Lou Mennel.

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: *Eric Baehman on behalf of*
Robert Joga
Senior Director

The Union is in agreement.

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

November 14th, 2017

By: *Tom Dalzell*
Tom Dalzell
Business Manager