



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. R1-12-08-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-4310
STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

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

February 10, 2012

CXL Superseded by LA 12-32

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:

As the result of discussions between the parties, the Company proposes to extend the commercial driver's license wage increase to employees beyond the groups identified in the proposed Physical Labor Agreement settlement if the proposed Physical and Benefits Agreements are ratified on the first vote. The proposal is for the \$600 CDLA premium to be converted to an hourly rate.

All employees with a CDL currently in physical bargaining unit classifications that require a commercial driver's license as part of the job definition, eligible or required by letter of agreement, or based upon the Company and Union's current understanding that employees utilize a commercial driver's license for the convenience of the Company, would have the \$600 premium added to the base wage rate upon ratification of the Physical and Benefits Agreement.

Attached is a list of the impacted classifications.

Incumbent employees in the Gas and Electric T&D Departments or General Construction Line or Gas Departments who promote or bid/transfer into the Title 200 Gas and Electric T&D Departments or Title 300 Line or Gas Departments in the future will be eligible for the commercial driver's license premium if the position requires a CDL by job definition or a CDL to meet the 150% ratio or the local headquarters desires an additional CDL for operating flexibility.

Incumbent employees in the Title 200 and 300 Fleet Department shall be treated the same as above. The Company and Union will address other departments, if needed, consistent with this agreement.

The Company is meeting with SAP/Payroll to determine how to include the CDL premium into the base wage rate. The Company will discuss alternatives with the Union and reach agreement on the process used.

This agreement is contingent upon the ratification of the Company's last, best, and final Physical Labor Agreement and Benefit Agreement offers and effective upon SAP implementation or no later than June 1, 2012. The parties agree to retroactively include the CDL base wage rate for retirement calculation purposes for covered employees who retire on or after March 1, 2012.

If you are in accord with the foregoing and agree thereto, 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: 

Stephen A. Rayburn
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

2 - 10 - _____, 2012

By: 

Tom Dalzell
Business Manager

Title 200 & 300 Classifications currently holding CDL required by Job Definition, LA (93-39) or Title 200 Classifications eligible for CDLA Premium per LA 90-113, 92-28 (PLO) or 90-228 (Fleet).

Note: Bolded Lines reflect T200 Classifications currently receiving CDL per LA

PS Type	Job Code	Job Title	Pay Scale Group
T2	50010376	Apprentice Cable Splicer	2281
T2	50010155	Apprentice Electrician-Electric & Hydro	0481
T2	50010168	Apprentice Fitter	0561
T2	50010245	Apprentice Lineman	1101
T2	50010260	Apprentice Lineman Transmission	1188
T2	50010375	Cable Splicer	2280
T2	50010317	Crane Operator	1594
T2	50010191	Electric Crew Foreman	0740
T2	50010193	Electric Crew Foreman - Transmission	0746
T2	50010194	Electric Maintenance Crew Leader	0750
T2	50010242	Electric Transm & Dsbn Assistant	1096
T2	50010149	Electrician - Electric & Hydro	0467
T2	50010273	Equipment Mechanic	1255
T2	50010276	Equipment Mechanic - DCPD	1259
T2	50010320	Equipment Operator - Gas	1645
T2	50010147	Field Clerk - Electric Transm & Dsbn	0458
T2	50010161	Fieldperson	0524
T2	50010167	Fitter	0560
T2	50010170	Fitter – Arc	0562
T2	50010186	Garage Subforeman	0730
T2	50010427	Gas Control Technician - CGT	2435
T2	50010175	Gas Crew Leader Non-Welding	0641
T2	50010174	Gas Crew Leader Welding	0640
T2	50010283	Gas Mechanic	1300
T2	50010322	Heavy Equipment Operator	1650
T2	50010144	Lead Driver	0433
T2	50010244	Lineman	1100
T2	50010241	Lineman - Transmission	1094
T2	50010298	Mechanic – Welder - CGT	1440
T2	50010378	Night Cable Splicer	2283
T2	50010243	Night Electric Transm & Dsbn Assistant	1098
T2	50010324	Transm & Dsbn Equipment Opr - Transm	1662
T2	50010323	Transmission & Distribution Equip Opr	1660
T2	50010294	Transmission Mechanic – CGT	1406
T2	50010148	Truck Driver Heavy - Gas	0465
T2	50010380	Unassigned Cable Splicer	2286
T2	50010156	Unassigned Electrician - Elec & Hydro	0484
T2	50010170	Unassigned Fitter	0563
T2	50010246	Unassigned Lineman	1103
T2	50072958	Unassigned Transmission Mechanic - CGT	1414
T2	50010361	Unassigned Water System Repairperson	2068
T2	50010188	Underground Constr Crew Frmn - Electric	0737
T2	50010189	Underground Constr Crew Frmn - Gas	0738
T2	50010234	Underground Constr Journeyman - Elec	1077
T2	50010235	Underground Constr Journeyman - Gas	1078
T2	50010271	Utility Equipment Mechanic – Auberry	1252
T2	50010272	Utility Equipment Mechanic – Helms	1253

T2	50010347	Utility Operator - Hydro	1824
T2	50010362	Water System Repairperson	2070
T2	50368698	Pre-apprentice Lineman	1114
T3	50010305	Backhoe Operator – *Gas Req after 1/1/2009	1515
T3	50070801	Crane Operator - Davis	1596
T3	50010318	Crane Operator - GC Field - Gas	1597
T3	50253877	Crane Operator – GC Field – Not Gas	1613
T3	50010140	Driller	0405
T3	50010277	Equipment Mechanic - GC	1260
T3	50010279	Field Garage Mechanic A	1270
T3	50010281	Field Garage Mechanic C	1276
T3	50010230	Field Mechanic Inspector	1006
T3	50010162	Fieldperson - GC - Gas	0525
T3	50210150	Fieldperson - Tower	0525
T3	50010326	Hole Digger Operator	1690
T3	50010231	Mechanical Inspector	1007
T3	50010321	Miscellaneous Equipment Operator-Gas	1646
T3	50253878	Miscellaneous Equipment Operator-Not Gas	1616
T3	503687000	Pre-apprentice Lineman	1115
T3	50258203	Tapping Technician	0261
T3	50010351	Tractor Operator - Gas	1840
T3	50253879	Tractor Operator-Not Gas	1617

CDL List T200 & T300 Utilized for Company Convenience

PS Type	Job Code	Job Title	Pay Scale Group
T2	50010360	Apprentice Water System Repairperson	2067
T2	50010227	Compliance Inspector	0998
T2	50010228	Compliance Inspector - Underground	0999
T2	50070742	Electrician - Switching	0494
T2	50202594	Engine Analyst - CGT	1422
T2	50010210	Garageman	0880
T2	50315043	M&C Coordinator - Electric	1005
T2	50315042	M&C Coordinator - Gas	1004
T2	50315041	M&C Coordinator - Transmission	1008
T2	50010197	Maintenance Subforeman - DCP	0755
T2	50010232	Meteorological Instrumentperson	1036
T2	50010431	Transmission Troubleman	2535
T2	50010258	Traveling Machinist - Diablo Canyon	1146
T2	50010370	Traveling Mechanic-Rigger - DCP	2174
T2	50010432	Troubleman	2540
T2	50010371	Unassigned Traveling Mech-Rigger - DCP	2176
T2	50010112	Utility Field Clerk - Bakersfield	0242
T2	50010217	Utility Worker – Gas Transm & Dsb	0930
T2	50010202	Working Foreman	0845
T2	50010200	Water System Crew Leader	0830
T3	50010379	Apprentice Cable Splicer	2285
T3	50010157	Apprentice Electrician	0488
T3	50010248	Apprentice Lineman - GC	1107
T3	50010438	Apprentice Welder - GC - Gas	2628
T3	50253876	Backhoe Operator-Not Gas	1612
T3	50010377	Cable Splicer – GC	2282
T3	50010096	Carpenter A-Gas	0163
T3	50010097	Carpenter B-Gas	0164
T3	50010152	Electrician	0474
T3	50073099	Field Garageman	0885
T3	50010208	Garage Working Foreman	0857
T3	50010173	Labor Foreman A	0630
T3	50010247	Lineman –GC	1106
T3	50010171	Street Fitter	0580
T3	50010179	Subforeman A - Overhead	0650
T3	50010180	Subforeman A - Station/Hydro	0651
T3	50010178	Subforeman A - Underground	0649
T3	50010181	Subforeman B	0653
T3	50010223	Utility Worker - GC	0947
T3	50010435	Welder - GC - Gas	2617
T3	50253880	Welder - GC-Not Gas	1618
T3	50251365	Working Foreman A - Non-Climbing	0105
T3	50010205	Working Foreman B - Climbing	0853
T3	50010206	Working Foreman C – Gas	0854
T3	50251368	Working Foreman B – Gas	0255
T3	50251366	Working Foreman A – Gas	0257
T3	50251367	Working Foreman B - Non-Climbing	0107
T3	50253775	Working Foreman C-Not Gas	1608

Memorandum of Understanding
Commercial Driver's License

In addition to and consistent with the Company's proposed settlement offer and Letter of Agreement R1-12-08-PGE with respect to the commercial driver's license the Company proposes the following:

The Company and Union will review each classification to determine the future need for a commercial driver's license.

As noted in the proposed Physical Agreement, upon ratification of the Physical and Benefits Agreements, all new hires, bidders/transfers from outside the lines of progression into the Title 200 Gas and Electric T&D Departments or Title 300 General Construction Line or Gas Departments will be required to obtain and maintain a CDL without the premium or additional compensation.

For departments such as Fleet, new hires, bidders and transfers shall be treated the same as above. The Company and Union will address other departments if needed, consistent with this agreement.

It is not the intent of either party to omit classifications that utilize a commercial driver's license for the convenience of the Company, by letter of agreement or required by job definition, therefore, the parties agree to meet to discuss other classifications which may meet the criteria and were not included in Letter of Agreement R1-12-08-PGE.

There may be situations where the CDL is not required for all employees in a classification; however, due to operational need, a CDL may be required for individuals in that classification. The parties agree to handle these on a case-by-case basis via letter of agreement, where applicable.

PACIFIC GAS & ELECTRIC COMPANY

By: 

Stephen A. Rayburn
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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2-10-, 2012

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