



LETTER AGREEMENT NO. 12-39-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
PO 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

September 26, 2012

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:

Pursuant to Section 204.4 of the Agreement, the Company proposes to establish three new T200 classifications of Apprentice Distribution Gas System Operator, Distribution Gas System Operator and Relief Distribution Gas System Operator with the following provisions:

JOB DEFINITIONS AND LINE OF PROGRESSION:

Distribution Gas System Operator (DGSO)

SAP Job Code 50489065

A shift employee who is responsible for safely, reliably, and efficiently operating the gas distribution system and facilities. The operator provides this service to division operations. The operator effectively monitors systems during normal, abnormal, and emergency conditions and is responsible for performing operational activities as requested by appropriate control room personnel including PG&E supervision.

Specific Duties

Effectively monitors distribution systems to ensure safety, security, equipment performance and continuity of service by identifying, analyzing, prioritizing and reacting to system disturbances, abnormal operating conditions and emergency situations. Acknowledges, analyzes, and responds to alarms. Takes appropriate action in emergency situations including but not limited to event notifications. Performs necessary call outs and/or issues field maintenance work orders to resolve issues during normal and emergency situations including equipment or communication failure. Performs operational activities including system changes using SCADA, manual and automatic valves in conjunction with pneumatic and electronically controlled computer based control system, or other operational means. Participates in clearances and ensures compliance of the execution, completion and record of designated operational steps. Documents all information as per Control Room Management requirements including maintaining a detailed and accurate log of system events, resolutions, and record of response actions. Maintains communication with field personnel as needed. Manages communication through the use of equipment such as telephone, radio and inter-office. Gathers and process data pertaining to gas operations including situational awareness and required procedures. Compile and generate reports using computer equipment and software. Assist in the training of new and existing operators. May perform work at remote locations to monitor and operate gas distribution facilities as needed.

Relief Distribution Gas System Operator

Will be required to perform all duties listed above for a Distribution Gas System Operator. In addition, will fill a Relief designation as outlined in Titles 202, 205 and 208 - Utilization of Relief Shift Employees. May be required to perform associated clerical duties.

Next Lower Classifications
Apprentice Distribution Gas System Operator

Same or Higher Classifications
Distribution Gas System Operator (Relief)

Apprentice Distribution Gas System Operator

SAP Job Code 50489164

A shift employee who is engaged in performing Gas System Operator work on the gas distribution system as an assistant to, and under the direct supervision of, a Distribution Gas System Operator. The apprentice program consists of an 18 months training plan with six evaluations. After passing each evaluation, the employee will be able to perform the content of the program successfully completed without direct supervision by a Distribution Gas System Operator. The program consist of a formalized training program that will include, among other activities, SCADA training, computer training, and on the job training. Oral and written examinations will be administered to monitor performance in the Apprentice Operator Training Program. During this formal training period, the Apprentice Distribution Gas System Operator will be required to learn and successfully demonstrate that each duty of the Distribution Gas System Operator position can be performed. Each of the six formalized training sections may require on the job training and development. After eighteen months and demonstration of all aspects of the training program, the Apprentice Distribution Gas System Operator will be advanced to the Distribution Gas System Operator position.

Next Lower Classifications
None

Same or Higher Classifications
Apprentice Distribution Gas System Operator
Distribution Gas System Operator
Work & Resource Dispatcher Gas (Relief)*

* SAP Codes 50073351 and 50073352 Work and Resource Dispatcher Gas (Relief) in Bidding Unit 1 are considered "B" bidders under 205.7

REVERSE LINE OF PROGRESSION:

Classification Affected
Distribution Gas System Operator

May demote to:
Apprentice Distribution Gas System Operator

EXHIBIT VI:

Exhibit VI, section 600.1 of the Physical Agreement, Division Gas Job Definitions and Lines of Progression will be updated to include these classifications under the Gas Distribution Control Center Line of Progression.

POSITION ENTRY REQUIREMENTS:

All candidates for an apprentice distribution gas system operator position must meet the following requirements:

- Passing the Physical Pre-employment Test (PTB).
- Passing the Industrial Skills Test (IST).
- Console Operator Basic Requirements Assessment (COBRA)

Additional Requirements When Filling Unrestricted Appointments

- Possess a High School Diploma or General Education Diploma (GED).
- Successful completion of the Work Orientation Inventory (WOI)
- Physical/medical screen

2012 WAGE SCHEDULE:

Apprentice Distribution Gas System Operator

| | |
|-------------|---------|
| Start | \$38.62 |
| End 6 Month | \$39.84 |
| End 1 Year | \$42.19 |

NOTES:

1. The successful completion of Standards of Achievement is required for the employees' progression through the above wage schedule in accordance with the Master Apprenticeship Agreement.
2. L/A R1-02-22, section F.10.c. of the Master Apprenticeship Agreement does not apply.

Distribution Gas System Operator (Relief)

\$44.99

Relief - The appropriate rate of Distribution Gas System Operator plus \$5.00 per week plus 8 times the hourly Sunday premium.

HEADQUARTERS:

Company will post a New Job at a Headquarters notice in accordance with Subsection 205.4(h) at the Bishop Ranch Gas Distribution Control Center. Apprentices hired prior to the establishment of the Bishop Ranch Gas Distribution Control Center will be hired with an initial regular headquarters for the purposes of training at the San Francisco General Office pursuant to 202.19. Upon completion of the Bishop Ranch Gas Distribution Control Center, employees will be reassigned to the Bishop Ranch San Ramon headquarters. The parties will continue discussions on the Apprentice Distribution Gas System Operators in conjunction with the Gas System Operator relocation to San Ramon.

Due to the establishment of the Gas Distribution Control Center at Bishop Ranch San Ramon in 2013, the bidding and demotion unit for these positions will be designated as Unit One.

FILLING OF INITIAL VACANCIES:

Company shall make unrestricted appointments in filling half of the initial sixteen vacancies for Apprentice Distribution Gas System Operator without preferential consideration under 205.7.

HOURS:

In accordance with L/A 93-98, a 12-hour alternate work schedule may be established with rotating shifts. The parties will further discuss any impacts resulting from such hours in compliance with CFR 49 Part 192.631 regarding Hours of Service rules.

Apprentices initially assigned to the San Francisco headquarters during the initial training period as noted above may be temporarily assigned work schedules in accordance with Title 202 and the Hours Clarification. The parties will meet to determine such schedules as soon as practicable.

OVERTIME:

The overtime provisions of L/A 12-31-PGE will apply to the Distribution Gas Control Operations.

APPRENTICE TRAINING:

The parties recognize that the Apprentice training program is being phased-in to support future updates that are jointly developed by the training subcommittee. In support of the on-going need to make related training updates including necessary curriculum modifications, updates will be provided to the JATC on a monthly basis to ensure knowledge and understanding of those changes. The Apprentice training program will be subject to review and approval of the JATC.

REMOVAL FROM APPRENTICESHIP:

Apprentice Gas System Operators who do not successfully complete the Apprentice program described above will be removed in accordance with the collective bargaining agreement and the Master Apprenticeship Agreement.

TRANSMISSION GAS SYSTEM OPERATOR AND APPRENTICE TRANSMISSION GAS SYSTEM OPERATOR:

Due to the establishment of these new Distribution classifications, the existing Gas System Operator, SAP code 50010314 and Apprentice Gas System Operator, SAP code 50073138, will have Transmission added to the beginning of their titles.

This proposal has been discussed with Assistant Business Managers Ken Ball and Joe Osterlund.

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: /s/ Stephen A. Rayburn
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

September 27, 2012

By: /s/ Tom Dalzell
Tom Dalzell
Business Manager