



# LETTER AGREEMENT NO. 12-65-PGE



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

December 18, 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:

In accordance with Title 202 and pursuant to Letter of Agreement 12-40 the parties appointed a joint committee to establish initial work schedules for the Work & Resource Gas Dispatchers who will be headquartered in San Ramon. The committee has reached agreement and the parties recommend that the schedule in Attachment A be implemented as the initial schedule for the San Ramon W&R Gas Dispatch headquarters. This proposal does not change the provisions of Title 202 for any future work schedule changes pursued by the parties.

This proposal cancels and supersedes Letter of Agreement 09-30.

### Incumbent Employees

Incumbent Employees are defined as incumbent Work & Resource Dispatchers who were displaced under the process outlined in Letter of Agreement 12-43 and who elected a vacant Work & Resource Dispatcher-Gas position at the San Ramon headquarters as provided for on the initial option form.

### Filling Vacant Schedules and Yard Seniority

All Incumbent Employees, as defined above, who have elected to report to the San Ramon Gas Dispatch headquarters will be considered as having the same "yard" seniority date for the purpose of filling vacant schedules internally. Such date shall be the effective date of this agreement. As soon as possible following the execution of this agreement, Company shall post the agreed-to schedules and allow a reasonable period of time for employees to select their preferred schedule. All Incumbent Employees shall make a selection from the vacant schedules in order of their company seniority date. If two or more employees have the same company seniority date, the tie-breaker procedure outlined in Subsection 205.9(b) shall be utilized.

Employees who bid or are assigned via the Title 206 process into a W&R Gas Dispatcher position at the San Ramon headquarters after the effective date of this agreement shall have the date they report to the headquarters considered as their "yard" seniority date for the purposes of ranking when requesting to fill vacant schedules internally.

The "yard" seniority date for W&R Gas Dispatchers-In-Training will be considered the date upon which they have successfully completed all agreed-to training requirements or when s/he is considered qualified.

After the initial staffing of Gas Dispatch has been completed the Company will fill future positions at the San Ramon W&R Gas Dispatch headquarters through the Title 205 job bidding and transfer system.

This proposal has been discussed with Assistant Business Manager Joe Osterlund.

Either party may cancel this agreement by providing the other party with 60 days written notice of cancellation.

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

December 27, 2012

By:  /s/ Tom Dalzell  
Tom Dalzell  
Business Manager

San Ramon W&R Gas Dispatcher Schedule

The following schedule is based on the current staffing levels of eighty-seven (87) W&R Gas Dispatcher positions:

Day Shifts

- 13 W&R Gas Dispatchers Monday-Friday 0600-1400 shift
- 2 W&R Gas Dispatchers Monday-Friday 1000-1800 shift
- 5 W&R Gas Dispatchers Tuesday-Saturday 0600-1400 shift
- 2 W&R Gas Dispatchers Tuesday-Friday 0800-1600 shift Saturday 1000-1800 shift
- 1 W&R Gas Dispatcher Tuesday-Saturday 1000-1800 shift
- 3 W&R Gas Dispatchers Sunday-Thursday 0600-1400 shift
- 1 W&R Gas Dispatcher Sunday 1000-1800 shift Monday-Thursday 0800-1600 shift
- 3 W&R Gas Dispatchers Thursday-Monday 0600-1400 shift
- 1 W&R Gas Dispatcher Thursday, Friday, Monday 0800-1600 shift, Saturday, Sunday 1000-1800 shift
- 3 W&R Gas Dispatchers Friday-Tuesday 0600-1400 shift
- 3 W&R Gas Dispatchers Saturday-Wednesday 0600-1400 shift
- 1 W&R Gas Dispatcher Sunday 1000-1800 shift, Monday, Tuesday, Wednesday 0800-1600, Saturday 1000-1800 shift
- 1 W&R Gas Dispatchers Wednesday-Sunday 0600-1400 shift

Swing Shift

- 13 W&R Gas Dispatchers Monday-Friday 1400-2200 shift
- 2 W&R Gas Dispatchers Tuesday-Saturday 1400-2200 shift
- 1 W&R Gas Dispatchers Thursday-Monday 1400-2200 shift
- 2 W&R Gas Dispatchers Sunday-Thursday 1400-2200 shift
- 2 W&R Gas Dispatchers Friday-Tuesday 1400-2200 shift
- 2 W&R Gas Dispatchers Saturday-Wednesday 1400-2200 shift
- 2 W&R Gas Dispatchers Wednesday-Sunday 1400-2200 shift

Graveyard Shift

- 1 W&R Gas Dispatchers Monday-Friday 2200-0600 shift
- 3 W&R Gas Dispatchers Tuesday-Saturday 2200-0600 shift
- 1 W&R Gas Dispatchers Sunday-Thursday 2200-0600 shift
- 1 W&R Gas Dispatchers Friday-Tuesday 2200-0600 shift
- 2 W&R Gas Dispatchers Thursday-Monday 2200-0600 shift
- 1 W&R Gas Dispatchers Saturday-Wednesday 2200-0600 shift
- 1 W&R Gas Dispatchers Wednesday-Sunday 2200-0600 shift

Relief Shift

- 14 W&R Gas Dispatchers Monday-Friday 0600-1400 shift