



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 15-03-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4401

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 9, 2015

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:

This letter of agreement confirms recent discussions between PG&E and IBEW Local 1245 regarding California Assembly Bill 1522 – California Paid Sick Leave.

On September 10, 2014, the Healthy Workplaces, Healthy Families Act of 2014 (HWHFA) was signed into law. This Act provides nearly all employees working in California with paid sick leave and goes into effect on July 1, 2015.

The Physical and Clerical Collective Bargaining Agreements between PG&E and IBEW Local 1245, with the exception of Hiring Hall employees, contain the requirements outlined in this Act to exempt coverage under the law.

Therefore, in accordance with this law, the Company will provide current Hiring Hall employees with three days of paid sick leave credits effective July 1, 2015. Employees hired through the Hiring Hall July 1, 2015 and thereafter will receive three days of paid sick leave credits upon employment.

In accordance with the law, an employee must be employed for at least 90 days before being able to use any paid sick leave.

At the beginning of each calendar year, employees will be awarded three days of paid sick leave credits. Employees are limited to using a maximum of three days of paid sick leave per year. Paid sick leave not utilized at the end of each calendar year shall be forfeited.


Usage and administration of this paid sick leave will be in accordance with the law.

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: _____


Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

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

By: _____


Tom Dalzell
Business Manager

February 18, 2015