



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 15-19-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
375 N. WIGET LANE  
SUITE 130  
WALNUT CREEK, CA 94598  
925.974.4461

ROBERT JOGA  
SR. 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

May 26, 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. This agreement cancels and supersedes letter of agreement 15-03-PGE.

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 contain the requirements outlined in this Act to exempt coverage under the law for full-time and part-time employees with the exception of the following employment types:

- Hiring Hall
- Temporary Additional
- Intermittent employees who have not attained regular status

Therefore, in accordance with this law, the Company proposes to provide these employees with twenty-four (24) hours of paid sick leave credits effective July 1, 2015. Thereafter, newly hired employees in these three employment categories shall receive twenty-four (24) hours 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 twenty-four (24) hours of paid sick leave credits. Employees are limited to using a maximum of twenty-four (24) hours of paid sick leave per year. Paid sick leave not utilized at the end of each calendar year shall be forfeited.

Employees can use this paid sick leave for themselves or family members in accordance with the guidelines provided in the law. Paid sick leave shall be used in thirty (30) minute increments.

Employees may only take sick leave on those days or for those hours that an employee is asked or scheduled to work and are unable to work due to illness or non-industrial injury.

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: \_\_\_\_\_

  
Robert Joga  
Senior Director and Chief Negotiator


The Union is in agreement.

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



\_\_\_\_\_, 2015

By: \_\_\_\_\_

  
Tom Dalzell  
Business Manager