



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 16-11-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

March 23, 2016

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:

The intent of this agreement is to ensure employees are provided with funds to purchase all required fire retardant (FR) clothing. This letter cancels and supersedes Letters of Agreement 08-23, 14-33, and 15-09. This agreement will remain in effect indefinitely, with the understanding that the Company or the Union may request to renegotiate the clothing allowance limits. In keeping with the previous fire retardant clothing provisions, the Company proposes the following.

1. Annual Allowance

- The annual allowance will be \$500 for Full-Time Users and \$250 for Part-time Users.
- The initial allowance in year one for new employees will be \$750 for full-time users and \$500 for part-time users. Thereafter, the annual allowance will be the same as existing employees.
- Infrequent users will receive one garment – a coverall.
- Employees wishing to purchase more than their allowance will be responsible for the difference.
- Hiring Hall employees who have been provided a clothing allowance within the current year will not be reissued a clothing allowance until 12 months have elapsed since they were provided the allowance.
- Coveralls should be available to new Hiring Hall and new regular employees until their clothing is delivered.
- Any unused balance will expire on the annual refresh date for each group identified below.

2. Clothing Replacement/Repair/Supplement

- Replacement/Repair – Clothing damaged on the job will be replaced or repaired and will not be charged to the employee's allowance.
- Supplement - Supervisors will have the discretion to provide additional clothing, based on working conditions, to employees and this shall not count toward the employee's allowance.
If an employee's allotment is such that they do not have enough funds to purchase the FR Clothing that they need to work safely, or an employee otherwise has an issue with obtaining adequate FR Clothing, the employee should first address it with his/her supervisor. If the supervisor is unable to resolve the issue, the employee should e-mail the designated representatives of the Company and Union consisting of a two-person committee, including the IBEW Assistant Business Manager for Safety and a representative from the PG&E Corporate Safety Department.
- Laundering – All garments are to be laundered by the employee.
- Garment Choices – Color and styles of shirts, pants and other clothing will be in accordance with the applicable FR clothing catalogue. Gas Service employees and Metering Technicians will have their names stitched onto their shirts.
- Logo - Each garment will have the PG&E logo, except for the pants.

- o Wearing Requirement - Part-time and infrequent users will be expected to wear the clothing any time they have the potential to be exposed to an arc flash or flash fire hazard. Full-time users are expected to be in FR clothing while at work. FR clothing is required when the employee is exposed to an arc flash or fire flash hazard or when accessing a facility where FR is required.

3. Allowance Cycles/Order Schedule

- o In order to ensure timely delivery of the orders there will be four allowance groups:

GROUP	REFRESH DATE	FIRST INITIAL OF LAST NAME
1	MAY 1	A - D
2	JULY 1	E - K
3	SEPTEMBER 1	L - R
4	OCTOBER 1	S - Z

4. FR Working Committee

- o The joint Company-Union Working Committee on FR Clothing will remain in effect to review the program, verify covered employees and to recommend changes to the program.

5. Regulations


- o This agreement is based on current regulations and will be subject to re-negotiation due to revisions to NFPA 2112 if the standard or the interpretation of the standard designates FR clothing in this regulation as personal protective equipment (PPE).

This proposal has been discussed with Assistant Business Manager Bob Gerstle and Senior Assistant Business Manager Ralph Armstrong.

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

April 6th, 2016

By: 
 Tom Dalzell
 Business Manager