



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 17-26-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
(925) 974-4401

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

ROBERT JOGA
SENIOR DIRECTOR

TOM DALZELL,
BUSINESS MANAGER

August 23, 2017

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 Company and Union have been working collaboratively on a new opportunity to explore utilizing IBEW Local 1245 for the installation of electric vehicle (EV) charging stations in PG&E's service territory. The parties continue to meet and discuss this opportunity and are conducting site visits to understand the broader nature of the work. As a result of site visits, the parties identified multiple components of this work. "Before the Meter" work has been identified as jurisdiction exclusive to IBEW Local 1245; however, some or all portions associated with the installation of EV charging stations are "Behind the Meter" work and is not work normally performed by IBEW Local 1245.

As part of the continued partnership, the Company and Union will participate in a pilot with a limited number of charging stations. Work considered within the scope of this pilot, including "Before the Meter" and "Behind the Meter" work, may be performed by EV crews participating in this pilot. In order to set up the pilot for success, the Company has provided the Union information and resources so that it can assess the utilization of employees beyond the scope of their regular duties in a manner to meet targeted costs and timelines. The pilot of this work and the inclusion of the "Behind the Meter" work in this pilot shall not cause the performance of the "Behind the Meter" component to become the jurisdiction of IBEW Local 1245. Only explicit agreement following this pilot will change the jurisdiction.

The EV crew members may be a mix of Title 200 and Title 300 employees who will be able to travel across service territories and perform work for which they are qualified outside of their traditional job duties in support of this pilot.

EV crews will work an agreed upon schedule which will be captured by local letter agreement. The local headquarters associated with each pilot site will be considered the regular headquarters and employees will not be eligible for temporary headquarters expenses. However, employees beyond a commutable distance will be allowed travel expenses at the beginning and end of each workweek.

EV crew members will not be eligible to work overtime in their base workgroups that may result in a rest period, with the exception of major emergency events when the Emergency Operations Center (EOC) is activated. Employees may be used to supplement crews for work which they are qualified to perform as long as it does not interfere with the EV project.

The parties will continue to work together towards the shared goal of commencing construction on the limited number of sites included in this pilot by October 1, 2017.

The Company and Union shall each appoint up to three members to be part of an Oversight Committee. The Oversight Committee will attempt to resolve any issues that may arise regarding this Letter of Agreement. Issues that the Oversight Committee cannot resolve will be escalated to the Company's and Union's respective designees to attempt resolution prior to a grievance being filed and Subsection 102.3(a)(2) timelines will be waived.

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

Either Company or Union may cancel this agreement by providing the other party with 30 days' written notice.

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: *Eric Bachman on behalf of*
Robert Joga
Senior Director

The Union is in agreement.

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

Aug 29th, 2017

By: *Tom Dalzell*
Tom Dalzell
Business Manager