



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. R1-18-27-PGE

IBEW



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

ROBERT JOGA
SENIOR DIRECTOR

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, 2018

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:

Company proposes to modify Title 302 of the Physical Agreement to allow for employees in the classifications of Utility Construction Inspector, Construction Inspector, Lead Construction Inspector, Pipeline Inspector and Lead Pipeline Inspector-CWI within Gas Operations to take their company vehicles home at the end of the workday. By implementing a vehicle take-home policy, efficiencies should improve in ways that produce more value than the costs associated with employees taking the company vehicle home,

Voluntary agreement to participate in this program requires supervisor's authorization and employee's acceptance of all guidelines. Employees who fail to meet their obligations in accordance with these guidelines will be ineligible to participate in the program. Company may disqualify employees or work groups from this program where efficiencies are not gained, guidelines are abused, security is violated, or for other business reasons deemed appropriate by the Company at its discretion.

Guidelines for Participating Employees

- Assignment and use of Company vehicles shall be in accordance with Utility Standards TRAN-1002S, Assignment and Personal Use of Company Vehicles and SAFE-1002S, Motor Vehicle Safety. If an employee has personal business to attend to that conflicts with the company policy on vehicle usage, the employee shall arrange to leave the company vehicle in the yard or at home during that time and use his/her personal vehicle.
- Participating employees shall report to their first job location, or to a location as directed by their supervisor, by the start time of their scheduled shift traveling to work on their own time not to exceed 60 minutes. This section is not intended to extend an employee's normal and usual commute.
- Participating employees shall leave their last job location no earlier than the end of their scheduled shift, traveling home on their own time not to exceed 60 minutes.
- Current local procedures will apply, e.g. turning in paper work, calling in, fueling vehicles, etc. When the servicing of vehicles is required, vehicles must be left in the yard to which it is assigned so that they may be serviced on a timely basis.
- If a participating employee is scheduled to be off for more than two days, at Company discretion, the vehicle shall be returned to the yard at the end of the last shift worked or at a time agreed by the supervisor. Depending on vehicle availability, or other business reasons, vehicles may be required to be in the yard anytime the employee is scheduled to be off for one full day. All commutes outside of this agreement will be the responsibility of the employee.
- The security of the assigned vehicle and compliance with local parking requirements must be maintained at all times and is the employee's responsibility. Vehicles will be parked at the employee's residence, or other agreed-to secure area, with all doors and tool compartments locked. When a vehicle is taken home, if the

Mr. Tom Dalzell

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lap top computer is removable, the computer is to be removed and stored in the employee's home, locked bin, or other locations as directed by department security requirements. Valuable items shall not be left visible in vehicle when vehicle is left unattended.

This agreement does not modify provisions of Title 301, 308, or any local overtime agreements.

Either the Company or Union may cancel this agreement by providing 60 days advance 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 AND ELECTRIC COMPANY

By: 
Robert Joga
Senior Director

The Union is in agreement.

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

December 24, 2018

By: 
Tom Dalzell
Business Manager