



LETTER AGREEMENT NO. 20-64-PGE



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

MATTHEW LEVY
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

October 28, 2020

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 IBEW met to discuss PG&E's Traffic Control Coordination Center in consideration of Letter of Agreement 20-03. Letter of Agreement 20-03 set forth the Agreement reached by the parties regarding the creation of a new Traffic Control Line of Progression.

The Coordination Center is located at 4040 West Lane in Stockton and will be the single point of contact to schedule requests for Traffic Control. It is anticipated that the location may change during this agreement. The alternate location will be the Regional Office at 3136 Boeing Way in Stockton. Both locations are within Promotion-Demotion Geographic Area Six (6) for Gas Construction. The Coordination Center currently provides support to one—half of the service locations throughout the Service Territory. Over the next several months, a phased approach will be used to roll in the remainder of the service locations.

The Coordination Centers current hours of operation are 5:30 am – 5:30 pm. As the remainder of the service locations are rolled into the Coordination Centers support model, the hours of operation will be extended to provide 24/7 coverage. The support positions at the Coordination Center will be filled as T300 Routine Field Clerk and T300 First Field Clerk classifications.

To address the need for clerical support during the extended hours of operation, the Company proposes to establish a 12 month pilot. The Company and Union anticipate the pilot to begin in early October 2020 and conclude on October 31, 2021. During this pilot, the Company and Union agree to meet on a quarterly basis or as needed, to discuss the viability of clerical support for extended hours. At the end of the pilot period, when the parties have validated the viability of clerical support for extended hours, the provisions established in this Letter Agreement shall continue on a regular basis. Any alternative work schedules established for the classifications identified are limited to the two physical location headquarters listed above. Furthermore, any adjustment, addition, or deletion of the schedules established within this agreement is only allowable through mutual written agreement by the two parties.

INCUMBENT EMPLOYEES

Incumbent employees are identified as current clerical support working directly for the Traffic Control organization, supporting resource coordination efforts, currently assigned to the 4040 West Lane, Stockton location. This is inclusive of employees currently working from home due to COVID protocols. The incumbent employees are as follows:

- Angelica Altamirano Routine Field Clerk
- Rolando Ybiernas First Field Clerk

INITIAL STAFFING

The above identified incumbent employees shall be offered their choice of the agreed to schedules in order of company seniority. Schedules not filled by the identified incumbents will be posted as two opportunities for Regular Status employees. Due to the nature of the program additional Hiring Hall personnel may be used to supplement staffing, however not to the exclusion of regular status employees in the identified classifications, within the Promo-Demo Area. The Company and Union shall meet monthly to discuss potential challenges to staffing of the negotiated schedules.

WORK HOURS

For the purposes of this pilot agreement Section 302.5 of the CBA shall be modified to apply to the support positions, on a voluntary basis, as follows:

Employee's basic workweek shall be regularly scheduled and may start at any hour between 5:30 a.m. and 10:30 p.m. and will consist of consecutive workdays. The basic workweeks will be Monday – Friday; Tuesday – Saturday; or Sunday – Thursday.

Alternative work-day/work-week schedules will be four days from Wednesday – Saturday and may start at any hour between 5:30 am and 7:30 pm. All other provisions of Letter of Agreement 93-96; Four-10 schedules, will apply.

The proposed schedules are delineated below and will be effective as soon as practicable following execution of this agreement.

| Schedule # | Schedule Type | Schedule Hours | Schedule Days |
|------------|---------------|---|--------------------------------|
| 1 | 5/8's | 5:30 Am – 2:00 Pm | Sunday – Thursday |
| 2 | 5/8's | 5:30 Am – 2:00 Pm | Monday – Friday |
| 3 | 4/10's | 6:00 Am – 4:30 Pm | Wednesday – Saturday |
| 4 | 5/8's | 7:00 Am – 3:30 Pm | Monday – Friday |
| 5 | 4/10's | 8:00 Am – 6:30 Pm 7:30 Pm – 6:00 Am | Wednesday – Friday Saturday |
| 6 | 5/8's | 9:00 Am – 5:30 Pm 12:00 Pm – 8:30 Pm | Tuesday – Friday Saturday |
| 7 | 5/8's | 9:00 Am – 5:30 Pm | Monday – Friday |
| 8 | 5/8's | 12:00 Pm – 8:30 Pm | Monday – Friday |
| 9 | 5/8's | 2:30 Pm – 11:00 Pm | Sunday – Thursday |
| 10 | 5/8's | 4:00 Pm – 12:30 Am | Monday – Friday |
| 11 | 5/8's | 9:30 Pm – 6:00 Am | Monday – Friday |
| 12 | 5/8's | 10:30 Pm – 7:00 Am | Sunday – Thursday |

FILLING OF VACANT SHIFTS

At the date of the signing of the Letter of Agreement, incumbent Routine Field Clerks and First Field clerks will be listed by Company Seniority date, from most senior to junior and will select schedules in seniority order. In the future, when a regular vacancy occurs, the schedule will be first offered to incumbent Routine Field Clerks and First Field Clerks in the Coordination Center by order of company seniority. Schedules not filled by incumbent Routine Field Clerks or First Field Clerks will be posted and filled through Title 305 or pursuant to Letter Agreement R1-04-12. Employees shall only be required to work their chosen schedule. Any transfer of employee to another schedule shall be on a voluntary basis only.

Note: If a Hiring Hall employee working in the Traffic Control Coordination Center is hired as a regular full time employee, Company seniority will be determined by date of hire. Time spent as a Hiring Hall employee will not be considered for purposes of schedule choice.

Upon 60 days written notice, either party may cancel this agreement.

This agreement has been reviewed by Anthony Brown, Senior Assistant Business Manager and Bryan Carroll, Assistant Business Manager.

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: _____
Matthew Levy
Senior Director

The Union is in agreement.

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



Oct 29, 2020 _____, 2020

By: _____
Tom Dalzell
Business Manager