



LETTER AGREEMENT NO. R1-19-17-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

November 6, 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:

As part of its ongoing commitment to reducing wildfire risk, ensuring public safety, and providing additional safety precautions, the Company and Union met to discuss the challenge of retaining and attracting specific classifications within the Division Electric Transmission and Distribution, Job Description and Line of Progression (JDLOP, LA-19-03) and General Construction Line Department, (JDLOP, R2-13-29) headquartered within an identified geography. In recognition of the environment and current circumstances and the Company's current efforts to recruit and hire into these positions has been insufficient to address critical staffing levels, the parties discussed and agreed upon the following:

Employees who are regularly headquartered and in an eligible classification, as set forth below, are eligible to receive a twenty-two percent (22%) hourly wage premium.

The regular headquarters of eligible T200 are listed on Attachment 1.

For the purposes of this agreement, T300 regular headquarters will be as follows: the current location where the employee was hired, placed, or bid in accordance with Section 305.7, or 305.5(c); and within the eligible locations of Attachment 1; and not provided the expense allowances pursuant to Section 301.4(a), Zone 3. A transfer under the provisions of 301.1(a) or (b) or placement under 305.5(a) from a current non-eligible T300 location to an eligible T300 location will require 120 days worked at a location included in Attachment 1 to be eligible.

Eligible Classifications (must also be hired, placed, or bid at a regular headquarters listed on Attachment 1)

IBEW T200/T300	SAP Code	Classification
IBEW T200	50010199	Cable Crew Foreman
IBEW T200	50010375	Cable Splicer
IBEW T200	50010091	Cableman
IBEW T200	50010227	Compliance Inspector
IBEW T200	50010228	Compliance Inspector - Underground
IBEW T200	51574842	Distribution Line Technician
IBEW T200	50010191	Electric Crew Foreman
IBEW T200	50010244	Lineman

IBEW T200	50315043	M&C Coordinator - Electric*
IBEW T200	50010184	Night Cable Crew Foreman
IBEW T200	50010378	Night Cable Splicer
IBEW T200	50010431	Transmission Troublemán
IBEW T200	50010432	Troublemán
IBEW T200	50010380	Unassigned Cable Splicer
IBEW T200	50010246	Unassigned Lineman
IBEW T200	50010188	Underground Constr Crew Frmn - Electric
IBEW T200	50010234	Underground Constr Journeyman - Elec
IBEW T200	50010193	Electric Crew Foreman - Transmission
IBEW T200	50010241	Lineman - Transmission
IBEW T300	50010377	Cable Splicer - GC
IBEW T300	50010178	Subforeman A - Underground
IBEW T300	50010247	Lineman - GC
IBEW T300	50010179	Subforeman A - Overhead

*Must be a journeyman to be eligible for the premium

Eligible employees must accumulate at least twenty-four (24) months (4,160 straight-time hours) of participation in the 22% premium program before the 22% increase will be included in "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan. The new premium will be programmed and applied as soon as administratively possible. If the premium is not available by July 1, 2019, the pay will retroactive to July 1, 2019. The intent of the premium is to incentivize eligible employees to be regularly headquartered at the locations listed in Attachment 1. Employees assigned to provide temporary support at those headquarters/locations are not eligible to receive the premium. Employees on an upgrade from an eligible classification or upgraded as a subject matter expert from an eligible base classification and regularly assigned to a headquarters listed in Attachment 1, are eligible to receive the premium.

Incumbent Electric Distribution Service Crew employees, headquartered at one of the eligible locations listed on Attachment 1 (excludes Livermore Service Crew), will be provided a one-time opportunity, as soon as practicable, to voluntarily elect reassignment into a regular crew (0700-1530 M-F) at the employee's current classification level and location. Eligible Service Crew incumbents who elect to relinquish their current Service Crew position and return to a regular crew will be eligible to receive the 22% premium, provided under this agreement, and will no longer retain the Service Crew designation and premium pursuant to LA-16-44. Additionally, eligible incumbent Service Crew employees will receive equal credit for time in position up to twelve (12) months toward the twenty-four (24) month requirement to qualify for the 22% increase to be included in "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan. Service Crew incumbents not electing assignment to regular crews will not be subject to displacement under Title 206 for the term of this agreement.

Incumbent participating employees receiving the 10% premium pursuant to LA-14-38 ("SF premium"), will be provided a one-time opportunity, as soon as practicable, to voluntarily elect receipt of the 22% premium provided for in this agreement. Such election shall be in lieu of the 10% premium received in accordance with LA-14-38 (in no case shall an employee receive premium payments under this agreement and under the SF premium). Those incumbents in receipt of the SF premium, electing to be removed from that premium and opting into receipt of the 22% premium provided under this agreement, will receive up to twelve (12) months credit toward the twenty-four (24) month requirement to qualify the 22% premium increase to be included in "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan.

The parties agree to a reopener on December 31, 2021. The reopener shall be limited to residency requirement as a requisite for premium eligibility. Should the parties be unable to reach agreement, implementation of a residency requirement by the company will be limited to only new entrants (new entrants would be all employees newly eligible to receive the 22% premium, after December 31, 2021, provided for in this agreement). The limitations of this reopener shall not serve to limit either party's rights to bargain over any and all mandatory subjects of bargaining.

This agreement shall terminate on December 31, 2023 unless the parties agree in writing to an extension. The parties agree to meet and confer six months prior to the December 31, 2023 expiration to discuss.

In addition to the locations listed in Attachment 1, Present Incumbents Only who are Journeymen assigned to a day shift (excluding employees assigned to Service Crews) in the Electric T & D Line of Progression assigned to the Livermore headquarters shall be eligible (excluding temporary assignment) to receive a 10% hourly wage premium on the effective date of this agreement. This premium expires on July 31, 2021. Employees must accumulate at least twenty-four (24) months (4,160 straight-time hours) of participation in this 10% premium program before the 10% increase will be included in "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan. Apprentices currently assigned to Livermore who become Journeymen between the effective date of this Agreement and July 31, 2021 will receive the 10% premium until July 31, 2021. Eligible Livermore incumbents on an upgrade from an eligible classification or upgraded as a subject matter expert from an eligible base classification, are eligible to receive the 10% premium until the July 31, 2021 expiration. The new premium will be programmed and applied as soon as administratively possible. If the premium is not available by July 1, 2019, the pay will retroactive to July 1, 2019.

The Company and Union shall each appoint 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 within forty-five (45) days. Issues that the Oversight Committee cannot resolve will be subject to the party's grievance procedure Subsection 102.3(a)(2) timelines will be waived for the ninety-day period.

This agreement is subject to any necessary bankruptcy court approvals, should the court require revision to any provisions of this agreement the changes made to this agreement shall be subject to the Company and Union's agreement.

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



By: _____
Tom Dalzell
Business Manager

November 9th _____, 2020

T-200 Eligible Headquarters:

Division	Headquarters (Service Yard)
De Anza	Cupertino Service Center
East Bay	Oakport Service Center
East Bay	Richmond Service Center
<i>East Bay</i>	<i>Emeryville (DLT classifications)</i>
Mission	Fremont Service Center
Mission	Hayward Service Center
Peninsula	Colma Service Center
Peninsula	San Carlos Service Center
<i>Peninsula</i>	<i>Martin SC in Daly City</i>
<i>Peninsula</i>	<i>Half Moon Bay</i>
San Francisco	SF Service Center
San Jose	Cinnabar Service Center
San Jose	Edenvale Service Center
<i>San Jose</i>	<i>Metcalf Substation</i>

T300 Eligible locations:

De Anza - GC	N/A
Peninsula - GC	N/A
San Francisco - GC	Martin Service Center 731 Schwerin Street, Daly City
San Jose - GC	GC Yard 680 Dado Street, San Jose
Promo-Demo 7	N/A