



LETTER AGREEMENT NO. 20-13-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

March 19, 2020

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 is committed to the health and safety of our employees and providing safe and reliable electric and gas service to our customers.

The State of California and several counties within the State have declared a State of Emergency in response to the COVID-19 virus. In addition to the implementation of State and local orders to remain at home or to shelter in place, the Company is taking several steps to help prevent the transmission of the virus, including having employees self-quarantine in accordance with Centers for Disease Control and Prevention (CDC) Guidelines, practice social distancing and where feasible, to work remotely.

The parties agree that employees who are unable to work due to the COVID-19 virus or need to take care of a family member who is ill, will follow our standard time off sick/family leave policies.

However, effective March 13, 2020, employees whose supervisor agrees that they can temporarily perform their job duties at home (including having the appropriate company equipment and internet connection) will be able to do so. This applies to regular, probationary and Hiring Hall status employees. Employees will be instructed to regularly check-in with their supervisor for direction, including when to return to work. Notifications regarding the duration of the Company's remote work policy will be provided on a weekly basis, however supervisors retain the right to have employees return to work based on business need and a determination if the employee can continue to be productive working remotely. Employees will also be responsible for following their department's absence and vacation notification policy, and for promptly notifying their supervisor if their contact or work location changes.

Pursuant to IBEW Physical Agreement Sections 201.13 and 301.20, IBEW Clerical Labor Agreement Section 15.10, employees should contact their supervisor for a determination as to whether or not they can perform their job duties from home. Employees who work from home are not eligible for expenses under Physical Agreement Title 201, Title 301 or Clerical Labor Agreement Title 15. Further, employees who temporarily work from home are expected to observe the same work hours, workdays and meal periods as their regular schedule. The Company may authorize prearranged overtime or extension of the workday. Employees who are able to report to work under Company Policy will be eligible for emergency overtime under Title 212, Title 308, and Clerical Title 12. Should an employee be provided such overtime assignment, the Company will provide meal break periods as provided under the provisions of Physical Agreement Title 104 or Clerical Agreement Title 16. However, the employee will not be eligible for reimbursement of overtime meal expenses.

The parties agree to delegate authority to local Labor Relations Specialists and Local IBEW Business Representatives should any temporary headquarters letters of agreements be required.

This Agreement is to remain in effect until June 1, 2020 and may be extended upon the mutual agreement of the parties. The parties recognize that the Company's response to the COVID-19 virus will remain fluid, and that

additional letter agreements are likely to be reached based on the parties' collective desire to maintain the safety and health of employees and to continue to serve our customers. The parties also agree that modifications to the parties' collective bargaining agreement as a result of the COVID-19 virus are temporary in nature and not designed to set precedent for the future.

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

March 19th, 2020