



LETTER AGREEMENT LA 20-22-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

April 4, 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 Federal Government, 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 Company is committed to the health and safety of our employees and providing safe and reliable electric and gas service to our customers. Accordingly, responsive to those needs the Company and Union agree to make changes to components of compensation of employees who are working in the field or are required to report to a PG &E facility. This agreement shall cancel and supersede Letter Agreements R1-20-15 and 20-18.

In recognition of the dedication and response of our employees and in conjunction with Company-Union discussions on this issue, the parties agree to pay employees reporting to work at a PG&E Facility or in the field during the effective period of this agreement a ten percent (10%) hourly wage premium for all hours worked for the duration of this agreement. To be eligible, employees must have actual time worked at a PG&E facility or in the field (Note: Actual work time does not include any non-productive time such as sick, leave of absence for any reason, vacation or time off with or without pay).

The ten percent (10%) percent wage premium shall not apply to employees working remotely under the provisions of LA-20-13.

Employees shall not have the 10% premium received in accordance with this agreement included in "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan, Part III (the Cash Balance Pension) of the Retirement Plan, and 401k contributions.

Employees eligible for the Company Short Term Incentive Program (STIP), shall not have the 10% premium included in eligible earning for purposes of STIP.

The above provisions are effective at 12:01 a.m. on April 06, 2020 and expiring at 11:59 p.m. on April 30, 2020. This agreement may be extended by mutual agreement between the parties.

This letter agreement is without precedent or prejudice to the normal provisions of the IBEW Physical and IBEW Clerical Agreement. Following expiration of this agreement, normal provisions pursuant to the IBEW Collective Bargaining Agreements will apply.

Expeditious Oversight Committee

The parties agree to expeditiously resolve any disputes that may arise under this agreement. 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 and will meet within five (5) business days, prior to grievances being filed.

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

April 4th, 2020