



LETTER AGREEMENT LA 20-65-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 12, 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:

With the completion of Tier 1 Retention on August 31, 2020 for the IBEW workforce at DCPD, the Company may be subject to attrition beyond a desired level. The following pilot agreement will give the specific DCPD Department listed some flexibility to maintain their qualified IBEW workforce in order to operate the plant safely and successfully until the end of operating license. This pilot agreement will run from October 1, 2020 through October 1, 2021. This agreement gives the below named Department, preapproved use of the Special Project Agreement (SPA) HH agreement (attachment provided) to transition and measure workforce and workload needs as the transition toward plant closure evolves.

1. This Pilot agreement will be used to address regular vacancies of within the IBEW workforce in the Construction Maintenance Insulation & Coatings Department at DCPD. The Construction Maintenance Insulation & Coatings Department refers to the work group of all Painters on site.
2. All work normally performed in the department by IBEW 1245 will continue to be performed by IBEW1245 employees.
3. The Construction Maintenance Insulation & Coatings Department headcount of Painters is 8 as of September 1, 2020.
4. When this headcount is below 8 due to a regular vacancy, the following options may be used by the Company to address these vacancies:
 - a. Use overtime.
 - b. Use Hiring Hall employees – Construction Maintenance Insulation & Coatings Department may use as many HH employees required to maintain operational needs but not to exceed the headcount of 8. HH may be used during the pilot program and may be hired for any duration during the pilot term (Ex. 3 months, 6 months, etc.). HH employees will be paid the HH classification rate for the classification they will be working in. Regular employees in the line of progression, and in lower classifications to the vacancy to be filled with HH, will be upgraded to those positions first. The Department may use the HH SPA agreement process preapproved by the Union pursuant to this agreement. HH employees used pursuant to this agreement do not incur changes in pay or overtime to the regular status employees in the comparable classification.
 - c. Hire regular status employees.
5. The Company and Union mutually agree to establish an Oversight Committee to meet quarterly (Jan, Apr, July, Oct) to review all steps in #4; measure workforce attrition, remedies used in #4, and adjust headcount annually in October based on the actual average headcount used throughout the pilot program. The Committee will continue to search for new and alternative workforce and workload solutions to achieve mutually beneficial goals.

Either the Company or the Union reserves the right to cancel this agreement by giving the other 30 days 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: _____
Matthew Levy
Senior Director

The Union is in agreement.

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



Nov 13, 2020
_____, 2020

By: _____
Tom Dalzell
Business Manager