



LETTER AGREEMENT LA 21-34-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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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
BOB DEAN
BUSINESS MANAGER

July 6, 2021

Mr. Bob Dean, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dean:

In 2020, the Company announced plans to sell the San Francisco General Office complex (SFGO) and relocate personnel headquartered at SFGO to the newly acquired Oakland facility at 300 Lakeside Drive. Due to the facility requirements to ensure safe and efficient operation of the Company's Market Street Graphics (Reprographics Contractual Department), the Company proposes to move the Market Street Graphics operation to the 885 Embarcadero, West Sacramento headquarters.

In accordance with Section 19.12 of the Clerical agreement, the Company proposes the following options to address impacts to the affected Market Street Graphics personnel:

IBEW bargaining unit members within the Corporate Real Estate Market Street Graphics department at the San Francisco General Office complex will be given Section 19.1(a) notification as soon as practicable, which affords the impacted employees priority bidding rights ("A" rights).

Impacted employees shall be given a displacement option form as soon as administratively practicable following execution of this agreement and shall be provided 14 calendar days to complete the form, indicating their voluntary preferences as follows:

1. Accept a position within the Market Street Graphics department at the new headquarters in W. Sacramento.
2. Accept an entry level vacancy within the Clerical or Physical bargaining unit in another Line of Business as identified by the Company. Employees must meet qualification requirements at the time of election.
3. Accept voluntary layoff with severance pay in accordance with Exhibit K and Section 19.7.

Following notice of displacement, impacted employees who elect to vacate their position through bid, transfer, or election of a position with a lower wage rate shall have their wages frozen in accordance with the provisions of Section 13.9(d) of the Clerical agreement upon reporting to their new classification.

Impacted employee elections, as outlined in options 1 - 3 above, will be determined by Company seniority and shall be binding upon notification of awarded election.

The provisions of Section 19.8 Moving Allowance shall apply to this agreement as applicable, and the reimbursement maximum allowed for moving expenses shall be \$5,000 based on submission of qualifying expenses

in accordance with this section of the Clerical agreement. Company will start the 12-month time window for allowance for reimbursement of eligible moving expenses to begin on Oct 1, 2021.

The Company and Union will work together to ensure employees are fully informed and educated prior to making their elections. The parties will work together to answer any questions and/or resolve any issues that arise out of this process. Report dates and severance dates will be determined by the Company based on operating need.

Temporary Mileage Reimbursement

The parties discussed the accelerated timeframe to relocate Market Street Graphics by September 2021. Recognizing the potential hardship that the shortened relocation timeframe may create on impacted employees, the parties agree to the following temporary mileage reimbursement under Section 15.2 of the Clerical agreement with the following modifications:

1. This provision will apply to incumbent Market Street Graphics employees who elect to accept a position within the Market Street Graphics department at the new W. Sacramento headquarters.
2. The temporary provision will be for no more than 120 calendar days from the employee's first day of reporting on a regular basis to the new W. Sacramento location.
3. Mileage reimbursement will be for commute miles that are in excess of the employee's normal commute from their current residence (as of the date of the signing of this agreement) to their currently assigned SFGO headquarters, and will only apply to the employee's regularly scheduled shift. Overtime assignments worked wholly outside of the employee's regularly scheduled shift, including the employee's non-workday, will be excluded.
4. If employees commute together to work, only the employee who is utilizing their personal vehicle will be eligible for the reimbursement.
5. This provision will not apply to employees who have relocated their residence.

Bidding and Transfers

1. The Company will establish bid codes for the Market Street Graphics classifications at the W. Sacramento headquarters in accordance with Section 18.4(h) as soon as administratively possible following execution of this agreement. Initial bid codes will be posted as "For Information Only".
2. Under Supplement to Title 18 Bidding Units, Market Street Graphics will be assigned to Bidding Unit Five, Area Fourteen.
3. Under Supplement to Title 19 – Demotion Units, Market Street Graphics will be assigned to Demotion Unit Four, Area Fourteen.
4. Under Section 18.5 of the Clerical agreement, employees within the Computer Operations line of progression headquartered at 885 Embarcadero, W. Sacramento will have priority "1" transfer status to the Reprographics Operator B classification within Market Street Graphics. Likewise, employees within Market Street Graphics (Reprographics Department) line of progression headquartered at the 885 Embarcadero, W. Sacramento will have priority "1" transfer status to the Utility Machine Operator classification within the Computer Operations department.
5. The parties recognize the potential for initial staffing losses and impacts to expertise in the operation due to the relocation from San Francisco to the W. Sacramento facility. In an effort to better stabilize the potential loss of knowledge and expertise, should a Reprographics Operator B position become vacant through the displacement election process as outlined above, the parties agree to create one unrestricted appointment to fill a Reprographics Operator B position which would afford the current Hiring Hall Reprographics Operator B to apply for the vacancy through the competitive interview process if she so chooses. All other vacancies for the Reprographics Operator B shall be in accordance with priority transfer rights as outlined in number 4.

This proposal has been discussed with Sr. Assistant Business Manager Bryan Carroll and Business Representative Gerald Williams.

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: _____

Bob Dean
Business Manager

Jul 8, 2021 _____, 2021