



LETTER AGREEMENT LA 21-42-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
BOB DEAN
BUSINESS MANAGER

September 1, 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:

As part of the Company's ongoing commitment to reducing wildfire risk and commitment that catastrophic wildfires shall stop, the Company recently announced that it would implement additional safety measures to address the ever-growing wildfire threat and help keep our customers and communities safe.

In support of the Company's effective implementation of additional safety measures, the Company and Union have agreed, pursuant to Section 204.4 and 304.4 of the Physical Agreement, that certain classifications (included below) within Title 200 (not including the Transmission Department) and Title 300 (not including the Transmission or Tower Departments) will be eligible to receive a ten percent (10%) premium while flying as a passenger in a helicopter to patrol and inspect electric assets and meet associated qualification or training requirements [e.g. Public Safety Power Shutoff (PSPS) patrols, PSPS exercises, outage response, safety or compliance patrols, and training qualification flights].

The 10% Helicopter Premium is only paid for those hours worked while flying as a passenger in a helicopter to perform the above stated duties, which includes participating in pre-flight briefings and post-flight debriefings.

The 10% Helicopter Premium is not included in the "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Pacific Gas and Electric Company Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees.

An employee must be qualified through completion of appropriate training requirements before they would become eligible to fly in a Helicopter and become eligible to receive the 10% Helicopter Premium.

In addition, the parties agree that the Company may select the appropriate classification(s) and employee(s) that will be assigned to fly as a passenger in a helicopter to patrol and inspect electric assets and meet associated qualification or training requirements.

Eligible Classifications*:

Title	SAP Code
Apprentice Lineman	50449466
Apprentice Lineman – GC	50449467
Compliance Inspector	50010227
Crane Operator - GC Field-Not Gas (GC line only)	50253877

Distribution Line Technician	51574842
Electric Crew Foreman	50010191
Electric Crew Foreman – Service	51784961
Electric Line Assistant	51863059
Lineman	50010244
Lineman – GC	50010247
Lineman, Unassigned	50010246
Lineman, Service	51784667
Miscellaneous Equipment Operator - Not Gas (GC line only)	50253878
M&C Coordinator – Electric	50315043
Subforeman A – Overhead	50010179
T&D Equipment Operator	50010323
T&D Equipment Operator – GC	50073066
Troubleman	50010432
Utility Worker – GC (Title 200/300 Line Department Only)	50010223

*Note

Front Seat Helicopter Flyer must be a Journeyman Lineman or above classification
Back Seat Flyer is not required to be Journeyman Lineman and above classification

The premium will be earned upon signing of this agreement. It will be paid as soon as practicable after the letter agreement is signed and the SAP system is upgraded.

Either the Company or the Union reserves the right to cancel this agreement by giving the other thirty (30) days written notice.

This proposed agreement has been reviewed by Senior Assistant Business Manager Bob Gerstle.

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: _____
Denise Floyd Manager for
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

_____ Sep 1, 2021 _____, 2021