



# LETTER AGREEMENT LA 21-43-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 21, 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:

Pursuant to Section 500.5 of the Physical Agreement and 25.5 of the Clerical Agreement, the parties agree to amend Section 106.5 of the Physical Agreement and Section 17.5 of the Clerical Agreement as contained in Attachment A to comply with State and Federal regulations governing employee probationary periods when an employee goes out on a local, state or federal statutory protected leave of absence lasting greater than 30 cumulative days.

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 29, 2021 \_\_\_\_\_, 2021

**ATTACHMENT A**

(Please note that revisions are italicized)

**Physical Agreement  
106.5 REGULAR STATUS****(a) Regional or General Office Departmental Employees**

(1) Regional or General Office Departmental employees shall be designated as probationary and regular, depending on the length of their Service. (Amended 1-1-88)

(2) New employees shall be hired as probationary employees at a daily rate of pay not less than the minimum wage established for the classification of work to be performed. As long as a probationary employee retains such status, the employee shall not acquire any Service, or rights with respect to leave of absence, holidays, job bidding and promotion, demotion and layoff, sick leave, vacation, or similar rights and privileges. (Amended 1-1-91)

(3) (a) *To attain the status of a regular employee, a probationary employee is required to complete a six-month Uninterrupted period of Service. Notwithstanding the provisions of Section 106.3 above, "Uninterrupted" means interrupted by no more than a cumulative total of 30 days of absence due to (i) layoff, (ii) sickness or disability, or (iii) any other reason. Upon completion of an Uninterrupted period of Service, the probationary employee shall be given the status of a regular employee, a definite job classification, and placed on a weekly rate. (Amended 9-13-2021)*

(b) *Time-off that is statutorily protected by local, state, or federal law shall not count as a day of "absence" for purposes of Section 106.5(a)(3)(a). However, if a probationary employee accumulates more than a cumulative total of 30 days of time-off for such protected leaves before the completion of the Uninterrupted period, the required length of the Uninterrupted period of Service will be extended by the length of the protected leaves. (Amended 9-13-2021)*

(4) The transfer of a probationary employee from one job to another without interruption of work time shall not be considered an "interruption" of such six months' period of Service.

**(b) General Construction**

(1) General Construction employees shall be designated as casual or regular. A regular employee who has completed less than one year of Service extended by layoffs or absences of 30 consecutive days or more, may be terminated for inadequate work performance without recourse to the grievance procedure.

(2) A casual employee is one who is hired at a daily wage rate for an indeterminate period of time and who, regardless of length of service with Company, does not, as long as the employee retains such status, acquire any service, vacation, sick leave, leave of absence, or similar rights and privileges. (Amended 1-1-91)

(3) When a casual employee has completed six months of service with Company at its established rates of pay, such employee shall be given the status of regular employee, provided that he/she meets Company's qualifications for continued employment. As used herein, six months of service is defined as a minimum of 115 days of work in any period of six consecutive months at the straight rate of pay; provided, however, that if by reason of absence due to inclement weather or holidays in such period an employee was prevented from working a total of 115 days, such period shall be extended by not more than the total number of days of such absence. (Amended 1-1-91)

(4) A regular employee is one who has qualified for transfer from the status of casual employee and whose pay has been established at a weekly wage rate.

**Clerical Agreement**  
**17.5 REGULAR STATUS**

(a) Regional or General Office Departmental employees shall be designated as probationary and regular, depending on the length of their Service.

(b) New employees shall be hired as probationary employees at a daily rate of pay not less than the minimum wage established for the classification of work to be performed. As long as a probationary employee retains such status, the employee shall not acquire any Service, or rights with respect to leave of absence, holidays, job bidding and promotion, demotion and layoff, sick leave, vacation, or similar rights and privileges.

(c) *To attain the status of a regular employee, a probationary employee is required to complete a six-month Uninterrupted period of Service. Notwithstanding the provisions of Section 17.3 above, "Uninterrupted" means interrupted by no more than a cumulative total of 30 days of absence due to (1) layoff, (2) sickness or disability, or (3) any other reason. Upon completion of an Uninterrupted period of Service, the probationary employee shall be given the status of a regular employee, a definite job classification, and placed on a weekly rate.*

*Time-off that is statutorily protected by local, state, or federal law shall not count as a day of "absence" for purposes of the prior sentence. However, if a probationary employee accumulates more than a cumulative total of 30 days of time-off for such protected leaves before the completion of the Uninterrupted period, the required length of the Uninterrupted period of Service will be extended by the length of the protected leaves. (Amended 9-13-2021)*

(d) The transfer of a probationary employee from one job to another without interruption of work time shall not be considered an "interruption" of such six months' period of Service.