



# LETTER AGREEMENT LA 21-45-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

January 28, 2022

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 an effort to improve efficiencies in ways that produce more value than the costs associated with employees taking the company vehicle home and to minimize cost and maximize site availability, Company proposes to modify Section 202.19 of the Physical Agreement in order to allow employees in PG&E Hydro to participate in a voluntary vehicle take-home program should the employee meet the requirements within this letter of agreement. By implementing a vehicle take-home program, efficiencies should be improved in ways that produce more value than the costs associated with employees taking the company vehicle home. This agreement cancels and supersedes all existing (Hydro) local vehicle take home letters of agreement or practices and will commence as soon as practicable following the execution of this agreement.

Classifications eligible under this agreement are Electrician – 50010149, Unassigned Electrician – 50010156, Lead Hydro Operator – 52549067, Hydro Operator – 50010349, Unassigned Hydro Operator – 50010350, Hydro Operator in Training – 50010348, Roving Operator – 50010334, Roving Operator Unassigned – 50010335, Utility Operator – Hydro – 50010347, First Hydro Clerk – 50010122, Routine Hydro Clerk – 50010123, Senior Hydro Clerk – 50010121, Apprentice Water System Repairperson – 50010360, Water System Repairperson – 50010362, Unassigned Water System Repairperson – 50010361, Utility Worker – 50070766, Meteorological Instrument person – 50010232, Water System Crew Leader – 50010200, Apprentice Electrical Machinist – 50010256, Apprentice Electrician – 50010155, Apprentice Electrical Technician – 50010406, Apprentice Telecommunications Technician – 50010411, Electric Maintenance Crew Leader – 50010194, Electrical Machinist – 50010405, Unassigned Electrical Machinist – 50010257, Electrical Technician – 50010405, Unassigned Electrical Technician – 50010408, Lead Electrical Technician – 50010196, Telecommunication Technician – 50010412, Unassigned Telecommunication Technician – 50010401, and Telecommunication

Crew Leader – 50010410. At Helms, classifications eligible under this agreement are Telecommunication Tech – 50010397, Utility Worker – 50010214, Lead Hydro Operator – 52549068, Unassigned Hydro Operator – 50226825, Hydro Operator – 50010344, First Hydro Clerk – 50010124, Utility Equipment Mechanic – 50010272, Water System Repairperson – 50070804, Unassigned Water System Repairperson – 50072890, Electric Maintenance Crew Leader – 50010195, Electrical Machinist – 50010254, Electrical Technician – 50010407, Lead Electrical Technician – 50232070, Electrician – 50073084, and Telecommunication Technician – 50010397.

The Manager may allow employees who live beyond the headquarters' service territory to volunteer to take their vehicles home at the Manager's discretion.

Use of company vehicles for other than authorized company use or allowing unauthorized persons to drive or ride in company vehicles (except in emergency situations), is a violation of the PG&E Code of Conduct. For this agreement, an emergency situation would be defined as a hazard to life or property. All other situations require supervisor approval.

Employees may participate on a voluntary basis and should notify their Supervisor if they wish to participate. Eligibility will be determined by management and will be based on operational needs; factors will include, but are not limited to, reasonable and gained efficiencies and availability of vehicles. Voluntary agreement to this policy includes an acceptance of all guidelines, and requirements outlined in Utility Standard: TRAN-1017S. Participating employees who fail to meet their obligations in accordance with these guidelines may be ineligible to participate. Company may disqualify employees from this policy where efficiencies are not gained, guidelines are abused, security is violated, or other business reasons as deemed by the company.

Participating employees shall report to their headquarter, work areas, route or a defined start location, whichever is closest to their residence, by the start time of their scheduled shift and leave their work sites or headquarter, whichever is closest to their residence, no earlier than the end of their regularly scheduled shift, commuting home on their own time, not to exceed one and one-half hours. This section is not intended to extend an employee's normal and usual commute. If the commute time extends beyond the one and one half hours agreed to in this agreement, as a result of the company's decision of a given report location, any time beyond the one and one half hours will be paid at the appropriate overtime rate. Further, should the company require an employee to report to a temporary headquarter or remote location the provisions of 202.21, 202.22 and 202.23 shall apply.

Current local procedures will apply, e.g., turning in paperwork, supporting assigned projects, attending project reviews, fueling vehicles, servicing vehicles, etc.

For the purposes of reporting commute miles, the requirements outlined in "Utility Standard: TRAN-1017S" shall apply. Employees remain responsible for any tax consequences and required record keeping.

If a participating employee is scheduled to be off for more than two days due to a scheduled vacation or an approved leave of absence, the vehicle should be returned to the yard at the end of the last shift worked, or at a time agreed to by the Manager or Supervisor. There may be occasions where a vehicle must remain in the headquarter when an employee is scheduled to have one full day off. Examples of that would include, but are not limited to, scheduled vehicle maintenance, lack of vehicle availability, etc. These occasions are not intended to cause negative impact to the participating employee or to be a regular occurrence. Commutes outside of this agreement will be subject to the provisions of both Title 201 and Title 202 and the responsibility of the employee.

The security compliance with local parking requirements of the assigned vehicle will be the employee's responsibility. Vehicles will be parked at the employee's residence, hotel, or other

agreed to secure area. When a vehicle is parked and left unattended at the end of the workday, company provided laptop computer and/or test equipment (exceeding \$10,000) shall be removed and stored in the employee's home, hotel room, locked bin, etc.

This agreement is not intended to modify the provisions of Titles 208, 212 or any local overtime agreements.

This agreement may be canceled by the Company and Union by providing 30 days advance 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

By:   
Bob Dean  
Business Manager

Jan 30, 2022 \_\_\_\_\_, 2022