



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 22-06-PGE

IBEW



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

February 2, 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:

The Company and Union met to discuss the challenge of retaining and attracting specific apprentice and journeyman classifications (listed in Tables 1 – 4) within the San Francisco, Peninsula, De Anza and San Jose divisions.

This agreement addresses the critical staffing levels within specific headquarters listed in Table 5 and Company efforts to attract and retain employees into the classifications listed in Tables 1-4, and the parties have agreed upon the following:

1. Premium Wages
2. Special Overtime Provisions
3. Retention Incentive
4. Housing Subsidy that is available as an option to specific employees for up to thirty-six (36) months
5. A Bid Lock, applicable to employees who enter these classifications and headquarters/locations on or after March 13, 2022
6. Eligible Headquarters
7. Comparable Classifications
8. Mortgage Subsidy Program Reopener
9. Alternative Work Schedules
10. Oversight Committee

This agreement supersedes LA R1-19-17 for the headquarters or locations listed on Table 5. LA R1-19-17 will remain in effect, under the same terms and conditions, for the East Bay Division, Mission Division and Promo/Demo Area 7 headquarters/locations as listed in Attachment 1 of LA R1-19-17.

1. **Wages:**

- A) Journey level employees hired before March 13, 2022 who are currently regularly headquartered at an eligible headquarters or location (listed on Table 5) and in an eligible classification (listed on Table 1) will receive a twenty-five percent (25%) hourly wage premium, effective March 13, 2022. This hourly wage premium replaces the hourly wage premium offered under LA R1-19-17 for these eligible employees only.

Eligible employees must accumulate at least twenty-four (24) months (4,160 straight-time hours) of participation in the 25% premium program before the 25% increase will be included in the "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the 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.

Eligible incumbent employees (i.e. those included in LA R1-19-17) will receive equal credit for time previously worked while within an eligible classification and location toward the twenty-four (24) month requirement to qualify for the 25% increase to be included in the "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the 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.

After an employee accumulates twenty-four (24) months (4,160 straight-time hours) of service in the 25% hourly wage premium program, the increase will be included in the "Basic Weekly Pay" for retirement purposes, through reclassification of the employee to the appropriate equivalent classification in Table 3.

- B) Apprentice employees hired before March 13, 2022 who are regularly headquartered at an eligible headquarters or location (listed on Table 5) and in an eligible classification (listed on Table 2) will receive a ten percent (10%) hourly wage premium, effective March 13, 2022, once they reach the 30-month step of their respective classification. The 10% hourly wage premium will not be 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.
- C) Journey level employees hired on or after March 13, 2022 who are regularly headquartered at an eligible headquarters or location (listed on Table 5) and in an eligible classification (listed on Table 3) will receive a base hourly wage rate that is twenty-five percent (25%) higher than the base hourly wage rate for the equivalent classification listed on Table 1.
- D) Apprentice employees hired on or after March 13, 2022 who are regularly headquartered at an eligible headquarters or location (listed on Table 5) and in an eligible classification (listed on Table 4) will receive a base hourly wage rate that is ten percent (10%) higher than the base hourly wage rate for the equivalent classification listed on Table 2, once they reach the 30-month step of their respective classification.
- E) The new premiums and wage rates will be programmed and applied as soon as administratively possible. If the premiums and wage rates are not available by March 13, 2022, the pay will be retroactive to March 13, 2022. The intent of the premium is to incentivize eligible employees to be regularly headquartered at the locations listed in Table 5. Employees assigned to provide temporary support at those headquarters/locations will not be eligible to receive the hourly wage premium. Employees on an upgrade from an eligible classification or upgraded as a subject matter expert from an eligible base classification and regularly assigned to a headquarters listed in Table 5, will continue to be eligible to receive the hourly wage premium.

2. Overtime:

- A) The parties agree that all overtime will be paid at the double-time rate of pay for those employees within eligible classifications (listed in Tables 1 and 3, e.g., journey level classifications) and who are regularly headquartered in an eligible headquarters or location (listed on Table 5).
- B) When following pre-arranged overtime and emergency overtime procedures in Title 208, Title 212 and Title 308 of the Physical Agreement, those employees within new eligible classifications (listed in Tables 3 and 4) will be treated the same as their equivalent classifications (listed in Tables 1 & 2) for overtime scheduling/call-out purposes.
- C) For purposes of this agreement, the parties agree that California overtime rules do not apply consistent with California Labor Code Section 514. Accordingly, the overtime rules applicable to employees covered

by this letter agreement are the overtime rules outlined in this Letter Agreement and any applicable overtime rules under the Fair Labor Standards Act.

3. **Retention Incentive:**

- A) Effective April 1, 2022, current journey level incumbents (as of March 12, 2022) in an eligible headquarters or location (listed on Table 5) and in an eligible classification (listed on Table 1) will receive a \$2,000 per month Retention Incentive for each full month in such eligible classification/headquarters (payable on a quarterly basis).

These current journey level incumbents are not eligible to receive the Housing Subsidy described in Section 4 below.

- B) Effective April 1, 2022, any employee who is hired, assigned, placed or bids into an eligible headquarters or location (listed on Table 5) and in an eligible classification (listed on Tables 1 and 3) will be offered the choice of a:

- 1) \$2,000 per month Retention Incentive for each full month in such eligible classification/headquarters (payable on a quarterly basis). Once an employee elects the Retention Incentive, they become ineligible for the Housing Subsidy described in Section 4 below.

OR

- 2) Up to a thirty-six (36) month Housing Subsidy if they meet the terms and conditions described in Section 4 below

- C) The Retention Incentive will not be 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.

- D) This Retention Incentive is considered taxable compensation. All taxable compensation under this Letter Agreement shall be subject to the withholding of all applicable federal and state income and employment taxes.

4. **Housing Subsidy:**

- A) Effective April 1, 2022, any employee who is hired, assigned, placed or bids from an area not excluded in subsection B below into an eligible headquarters or location (listed on Table 5) and remains in an eligible classification (listed on Tables 1 and 3) in that headquarters or location will be reimbursed for up to \$4,000 per month (payable on a monthly basis) for up to thirty-six (36) consecutive months for each full month living in the geographic locations described below.

In order to receive reimbursement, employees must provide acceptable documentation on a monthly basis that they live in the geographic locations described below. Acceptable documentation must be approved by the Company and is defined as a monthly mortgage statement, rental lease agreement or other documentation deemed acceptable to the Company. Documents provided that do not list the employee's name may require additional verification. Impound accounts, Homeowner Association (HOA) fees, property taxes, utility expenses, etc., are not eligible for reimbursement. If any issues arise regarding acceptable documentation that cannot be resolved locally, the Oversight Committee will be convened to resolve the issue.

Employees must reside within the geographic locations described below based on the headquarters where they are assigned:

- San Francisco Division
 - San Francisco or San Mateo Counties. Employees may not reside south of the City of San Mateo.

- Peninsula Division
 - San Francisco, San Mateo, or Santa Clara Counties. Employees must reside north of the City of San Jose
- De Anza Division
 - San Mateo or Santa Clara Counties or the Cities of Fremont, Newark, and Union City
- San Jose Division
 - Santa Clara County or the Cities of Fremont, Newark, and Union City

Eligible employees who choose to receive the Housing Subsidy cannot simultaneously receive the Retention Incentive described in Section 3 above. Upon conclusion of the thirty-six (36) consecutive months in the Housing Subsidy program, employees who remain in an eligible headquarters or location (listed on Table 5) and in an eligible classification (listed on Table 1 and 3) will transition to the Retention Incentive described in Section 3 above.

At any time, an employee who is currently participating in the Housing Subsidy program may choose to instead receive the Retention Incentive described in Section 3 above. Once an employee opts out of the Housing Subsidy program, they will no longer be eligible to participate in the Housing Subsidy program.

The Housing Subsidy may only be received one-time, up to thirty-six (36) months.

- B) Bidders from the following divisions/locations are excluded from participation in the Housing Subsidy program:
- East Bay, Mission, Central Coast, North Bay, Diablo, and those GC yards located within these divisions
- C) The Housing Subsidy will not be 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.
- D) The Housing Subsidy is considered taxable compensation. All taxable compensation under this Letter Agreement shall be subject to the withholding of all applicable federal and state income and employment taxes.

5. **Bid Lock:**

- A) All employees who are hired, assigned, placed or bid into one of the classifications listed in Tables 1 and 3 and report to headquarters listed in Table 5, on or after March 13, 2022, will be subject to a “bid lock” for three (3) years and may only bid to the classifications listed in Tables 1 and 3 within the headquarters listed on Table 5.
- B) All Apprentices who are hired, assigned, placed or bid into one of the classifications listed in Tables 2 or 4 and report to headquarters listed in Table 5, on or after March 13, 2022, will be subject to a “bid lock” for three (3) years after they progress to their respective journey classification and may only bid classifications listed in Tables 1 and 3 within the headquarters listed on Table 5.

6. **Eligible Headquarters:**

- A) The regular headquarters of eligible Title 200 classifications are listed on Table 5.
- B) A Title 300 regular headquarters is defined as follows:
- The current location where the employee was hired, placed, or bid in accordance with Title 305.7, or 305.5(c); and,
 - Within the eligible locations in Table 5; and,

- The employee is not provided the expense allowances pursuant to Title 301.4(a), Zone 3.

A transfer under the provisions of 301.1(a) or (b) or placement under 305.5(a) from a current non-eligible Title 300 location to an eligible Title 300 location will require 120 days worked at a location included in Table 5 to be eligible for the hourly wage premium.

7. Comparable Classifications

- A) The new classifications listed on Tables 3 & 4 will be added to their respective Job Definitions Lines of Progression, as well as Exhibit VIII – Job Comparisons Table in the IBEW Physical Agreement in the future.
- B) The new classifications listed on Tables 3 & 4 will be considered the same as their equivalent classifications listed on Tables 1 & 2 for the following purposes:
1. Overtime
 2. Job Bidding
 3. Vacation/Holiday/Floating Holiday Scheduling
 4. Hours
 5. Demotion

8. Mortgage Subsidy Program Reopener:

- A) The parties agree to continue exploration of a mortgage subsidy program throughout 2022.

9. Alternative Work Schedules:

- A) When staffing levels increase, the following alternative work schedules would be available for consideration:
- 9x80 Schedule – See LA 93-97
 - 4x10 Schedule – See LA 93-96
 - 12-Hour Schedule – See LA 93-98
- B) All schedule changes must be discussed in advance with the local IBEW Business Representative, Labor Relations and Electric Operations leadership before implementation. However, the parties agree that each headquarters listed on Table 5 may have a variety of alternative work schedules. All alternative work schedules must be documented and agreed upon through a local letter agreement.
- C) The parties agree to continue discussions regarding additional alternative work schedule options, beyond those identified above, when staffing levels increase in the headquarters listed on Table 5.

10. Oversight Committee

- A) The Company and Union shall each appoint three members to be part of an Oversight Committee. The Oversight Committee will attempt to resolve any issues that may arise regarding this Letter of Agreement within forty-five (45) days. Issues that the Oversight Committee cannot resolve will be subject to the party's grievance procedure Subsection 102.3(a)(2) timelines will be waived for the forty-five (45) period.

Mr. Bob Dean

February 2, 2022
LA 22-06-PGE

This proposal has been discussed with 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: 
Matthew Levy
Senior Director

The Union is in agreement.

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

____ Feb 3, 2022 _____, 2022

By: 
Bob Dean
Business Manager

Table 1

Eligible Classifications

IBEW T200/T300	SAP Code	Classification
IBEW T200	50010199	Cable Crew Foreman
IBEW T200	50010375	Cable Splicer
IBEW T200	50010091	Cableman
IBEW T200	50010227	Compliance Inspector
IBEW T200	50010228	Compliance Inspector - Underground
IBEW T200	51574842	Distribution Line Technician
IBEW T200	50010191	Electric Crew Foreman
IBEW T200	50010193	Electric Crew Foreman - Transmission
IBEW T200	50010244	Lineman
IBEW T200	50010241	Lineman - Transmission
IBEW T200	50315043	M&C Coordinator - Electric*
IBEW T200	52489846	M&C Coordinator – Electric Transmission*
IBEW T200	50010184	Night Cable Crew Foreman
IBEW T200	50010378	Night Cable Splicer
IBEW T200	50010431	Transmission Troubleman
IBEW T200	50010432	Troubleman
IBEW T200	50010380	Unassigned Cable Splicer
IBEW T200	50010246	Unassigned Lineman
IBEW T200	50010188	Underground Constr Crew Frmn - Electric
IBEW T200	50010234	Underground Constr Journeyman - Elec
IBEW T300	50010377	Cable Splicer - GC
IBEW T300	52748619	Lead Contractor Inspector – GC**
IBEW T300	50010247	Lineman - GC
IBEW T300	50010179	Subforeman A - Overhead
IBEW T300	50010178	Subforeman A - Underground

*Must be a journeyman to be eligible for the premium

**The specific terms applicable to this classification will be addressed in a separate MOU

Table 2

Eligible Classifications

IBEW T200/T300	SAP Code	Classification
IBEW T200	51754495	Apprentice Cable Splicer
IBEW T200	50449466	Apprentice Lineman
IBEW T200	50010260	Apprentice Lineman – Transmission
IBEW T300	51754496	Apprentice Cable Splicer - GC
IBEW T300	50449467	Apprentice Lineman - GC

Table 3Eligible Classifications

IBEW T200/T300	SAP Code	Classification	2022 Wage Rate
IBEW T200	52854424	Cable Crew Leader – SF/PN/DA/SJ	00: \$78.35 12: \$80.84
IBEW T200	52854407	Cable Splicer – SF/PN/DA/SJ	\$75.65
IBEW T200	52854422	Underground Troubleshooter – SF/PN/DA/SJ	00: \$79.63 12: \$80.84
IBEW T200	52854411	Compliance Inspector – SF/PN/DA/SJ	\$82.58
IBEW T200	52854412	Compliance Inspector UG – SF/PN/DA/SJ	\$75.65
IBEW T200	52854414	Distribution Line Technician – SF/PN/DA/SJ	\$88.48
IBEW T200	52854417	Electric Crew Leader – SF/PN/DA/SJ	00: \$86.40 12: \$88.48
IBEW T200	52854421	Electric Crew Leader-Trnsmn – SF/PN/DA/SJ	00: \$90.81 12: \$92.95
IBEW T200	52854405	Line Worker – SF/PN/DA/SJ	\$82.58
IBEW T200	52854419	Line Worker – Transmission – SF/PN/DA/SJ	\$86.71
IBEW T200	52854508	M&C Coordinator - Electric* – SF/PN/DA/SJ	00: \$82.58 12: \$86.40
IBEW T200	52854509	M&C Coordinator – ElecTrnsm* – SF/PN/DA/SJ	00: \$86.71 12: \$90.71
IBEW T200	52854425	Night Cable Crew Leader – SF/PN/DA/SJ	00: \$81.74 12: \$83.19
IBEW T200	52854423	Night Cable Splicer – SF/PN/DA/SJ	00: \$76.81 06: \$78.35
IBEW T200	52854420	Transmission Troubleshooter – SF/PN/DA/SJ	\$88.41
IBEW T200	52854415	Troubleshooter – SF/PN/DA/SJ	\$84.19
IBEW T200	52854408	Unassigned Cable Splicer – SF/PN/DA/SJ	\$75.65
IBEW T200	52854416	Unassigned Line Worker – SF/PN/DA/SJ	\$82.58
IBEW T200	52854410	UG Constr Crew Leader – Elec – SF/PN/DA/SJ	00: \$86.40 12: \$88.48
IBEW T200	52854409	UG Constr Journey Wkr – Elec – SF/PN/DA/SJ	\$82.58
IBEW T300	52854506	Cable Splicer – GC – SF/PN/DA/SJ	\$79.41
IBEW T300	52854501	Lead Contractor Inspector-GC – SF/PN/DA/SJ**	00: \$92.95 18: \$97.58
IBEW T300	52854503	Line Worker – GC – SF/PN/DA/SJ	\$86.71
IBEW T300	52854504	GC Crew Leader A – Overhead – SF/PN/DA/SJ	00: \$90.81 06: \$92.95
IBEW T300	52854507	GC Crew Leader A – UG – SF/PN/DA/SJ	00: \$90.36 06: \$92.53

*Must be a journeyman to be eligible for the premium

**The specific terms applicable to this classification will be addressed in a separate LA

Table 4

Eligible Classifications

IBEW T200/T300	SAP Code	Classification	2022 Wage Rate
IBEW T200	52854406	Apprentice Cable Splicer – SF/PN/DA/SJ	00: \$46.49 06: \$47.50 12: \$50.51 18: \$51.84 24: \$53.31 30: \$60.04 36: \$62.02
IBEW T200	52854413	Apprentice Line Worker – SF/PN/DA/SJ	00: \$44.72 06: \$46.02 12: \$47.41 18: \$48.84 24: \$50.29 30: \$56.97 36: \$58.73 42: \$60.46
IBEW T200	52854418	Apprentice Line Worker – Trnsm – SF/PN/DA/SJ	00: \$46.94 06: \$48.21 12: \$49.89 18: \$51.33 24: \$53.03 30: \$59.85
IBEW T300	52854505	Apprentice Cable Splicer – GC – SF/PN/DA/SJ	00: \$48.80 06: \$49.86 12: \$53.01 18: \$54.41 24: \$55.96 30: \$63.07 36: \$65.13
IBEW T300	52854502	Apprentice Line Worker – GC – SF/PN/DA/SJ	00: \$46.94 06: \$48.33 12: \$49.79 18: \$51.28 24: \$52.82 30: \$59.86 36: \$61.61 42: \$63.48

Table 5**T-200 Eligible Headquarters:**

Division	Headquarters (Service Yard)
De Anza	Cupertino Service Center
Peninsula	Colma Service Center
Peninsula	San Carlos Service Center
Peninsula	Martin SC in Daly City
Peninsula	Half Moon Bay
San Francisco	SF Service Center
San Jose	Cinnabar Service Center
San Jose	Edenvale Service Center
San Jose	Metcalf Substation

T300 Eligible locations:

De Anza - GC	N/A
Peninsula - GC	N/A
San Francisco - GC	Martin Service Center 731 Schwerin Street, Daly City
San Jose - GC	GC Yard 680 Dado Street, San Jose
San Jose - GC	GC Yard 336 W. Main, Morgan Hill

- Intent is to include any future GC Electric yards within SF, San Mateo and Santa Clara Counties
- Any addition to Table 5 will be discussed and agreed upon in writing by the Oversight Committee