



# LETTER AGREEMENT NO. 22-07-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

February 4, 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 agree to modify Section 208.2 & Section 308.2 of the Physical Agreement with payment at the rate of two times the employee's straight rate of pay under the conditions below, for classifications within the following JDLOP's: Materials Distribution and Division Materials Departments including Gas Transmission & Storage; Division Gas Service Department; General Construction Station, Substation and Hydro; Division Electric Maintenance; Division Garage Departments; and General Construction Fleet.

1. An employee who is scheduled to work prearranged overtime outside of his/her regular work hours on a workday or on a non-workday in preparation for a weather-related event that is anticipated to cause an impact to electric reliability and/or customer outages. This section shall apply for the duration of the assignment.
2. An employee who is scheduled to work prearranged overtime outside of his/her regular work hours on a workday, or non-workday, in support of a major electric event (e.g. earthquake or wildfire storm) requiring Emergency Operations Center (EOC) activation. Examples of major electric events that would not be included within the scope of this Agreement include, but are not limited to, routine emergencies and planned public events. This section shall apply for the duration of the assignment. The Company's Director of Emergency Operations shall notify IBEW 1245 Business Manager (or designee) of the Company's intention to open the EOC as soon as is possible.
  - a) "Duration of assignment" in Items 1 & 2 is defined as work tags for the restoration of power that were created during the EOC activation and worked on overtime within 30 days of the EOC de-activation.
  - b) In the event power has been restored, even on a temporary basis, employees returning to a location to make permanent repairs would not be entitled to double time outside normal contractual provisions.
  - c) Any work performed on overtime beyond the deadline above would be paid in accordance with the rate of pay as determined by Sections 208.2 and 308.2 of the Physical Agreement.

The overtime provisions will take effect on 12/13/2021.

This Letter Agreement does not amend Letter Agreements 16-43 or 16-44; however it does modify the application of Review Committee Decision No. 24686, specific to the "Duration of assignment" to be defined as work tags for the restoration of power that were created during the EOC activation and worked on within overtime within 30 days of the EOC de-activation.

### **911 Stand By Duties performed under the conditions above**

Section 208.2 & Section 308.2 of the Physical Agreement shall be modified with payment at the rate of two times the employee's straight rate of pay for all classifications outside of the JDLOP's included in this Letter Agreement when

an employee is performing 911 Stand By duties under the conditions above.

**Oversight Committee**

The Company and Union shall each appoint up to 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. Issues that the Oversight Committee cannot resolve will be escalated to the Company's and Union's respective designees to attempt resolution 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) and timelines will be waived for the forty-five-day period.

The Oversight Committee will meet as necessary to discuss technology advancement(s) as it relates to drones and this Letter Agreement.

This proposal has been discussed with Senior Assistant Business Managers Bob Gerstle and Anthony Brown.

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

Feb 4, 2022  
\_\_\_\_\_, 2022