



# LETTER AGREEMENT NO. R1-22-04-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
375 N. WIGET LANE  
SUITE 130  
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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

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 the Union have been in ongoing discussions to address hiring and attrition challenges at multiple Headquarters and Promotion/Demotions Areas in Gas Operations within the San Francisco, Peninsula, San Jose, and East Bay Divisions.

### **Staffing**

Gas Operations committed to fill 103 IBEW-represented entry level positions through a phased hiring plan through December 31, 2022. The intent of the hiring commitment is to increase staffing above December 31, 2021 headcount numbers across Gas Operations in the Central Bay Area. The positions will be filled at the following headquarters and Gas Construction Promo/Demo areas:

- San Carlos Service Center
- Colma Service Center
- Oakland Service Center
- Richmond Service Center
- San Francisco Service Center
- Edenvale Service Center
- Cinnabar Service Center
- Cupertino Service Center
- Promo/Demo 4 San Francisco/Peninsula
- Promo/Demo 5 East Bay
- Promo/Demo 7 San Jose and Coast Valleys

| <b>Group</b>                    | <b>Classification</b>                    | <b>Additional Positions</b> |
|---------------------------------|--|-----------------------------|
| General Construction            | Utility Worker – GC                      | 22                          |
| Traffic Control                 | Traffic Control Utility Worker & Flagger | 50                          |
| General Construction Inspection | Pre-Utility Inspector                    | 12                          |
| Maintenance & Construction      | Utility Worker – Gas Trans & Dsbn        | 11                          |
| Locate & Mark                   | Utility Worker – Gas Trans & Dsbn        | 8                           |

A combination of external hires, internal transfers through the job bidding process or hiring hall personnel may be utilized to achieve the projected hiring commitments. Pursuant to LA 21-56, Hiring Hall employees that are converted to regular status will be included in the projected hiring commitment total for the purpose of compliance with this agreement.

All projected hiring addressed in this letter agreement assumes availability of qualified candidates and is limited by the ability to safely on board new employees.

Outside of this agreement, the parties agree to continue discussions to address retention concerns for incumbents in these impacted areas.

**Bidding Restrictions**

Bidding Restrictions are applicable for the following classifications on a system-wide basis: Utility Worker – Gas Trans & Dsbn (50010217), Utility Worker – GC (50010223), Traffic Control Utility Worker (52442394), Traffic Control Flagger (52442393) and Pre-Utility Inspector (52727589). An employee who is demoted or placed into any of the classifications pursuant to Section 206.15 or under the provisions of Title 306 will not be subject to the bidding restrictions.

**Utility Worker – Gas Trans & Dsbn (50010217)**

Except for promotion to a higher classification within their respective headquarters, new entrants will not have their bids or transfer requests considered for two years. A job award to a higher classification within the headquarters will not change the original two-year commitment.

**Utility Worker – GC (50010223)**

New entrants into Utility Worker – GC classification will not have bids or transfer requests considered for two years. The two-year commitment does not preclude an employee from bidding to a classification with a higher wage rate within General Construction and within employees Promo/Demo area. A job award to a higher classification will not change the original two-year commitment.

**Traffic Control Utility Worker (52442394)**

This Letter Agreement modifies the provisions of Letter Agreement 20-03, specific to the Bidding Restrictions. Effective the date of this Agreement, the three-year commitment for all classifications within Traffic Control will be revised to a two-year commitment.

New entrants into the Traffic Control Line of Progression will not have bids or transfer requests considered for two years. The two-year commitment does not preclude an employee within the Traffic Control Line of Progression from bidding to a Traffic Control Senior, Traffic Control Utility

Worker or Traffic Control Flagger classification. A job award to another location within any of the classifications noted above will not change the original two-year commitment.

Pre-Utility Inspector (52727589)

New entrants into Pre-Utility Inspector classification will not have bids or transfer requests considered for two years. The two-year commitment does not preclude an employee from bidding to a classification with a higher wage rate within Inspection. A job award to a higher classification will not change the original two-year commitment.

The Company’s hiring commitment in the identified Bay Area headquarters and organization is intended to have a lasting impact on staffing in the affected workgroups. The projected 2022 addition of workforce contained in this agreement shall establish a staffing benchmark to be identified and agreed to by the Oversight Committee. Although the Company makes no hiring commitments for the years 2023 and 2024 in this agreement, they shall maintain the staffing threshold identified via data snapshot on 12/31/2022. If on 1/1/2025 the staffing in the areas, and organizations identified in this agreement are below the benchmark established, a cancellation clause shall be triggered that would allow either party to cancel this agreement with 60 days notification to the other party.

**Oversight Committee**

The Company and Union shall each appoint up to three (3) members to be part of an Oversight Committee. The Oversight Committee will meet as required.

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 ninety-day period.

This proposal has been discussed with Senior Assistant Business Manager 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

Mr. Bob Dean

February 4, 2022  
LOA R1-22-04-PGE

The Union is in agreement.

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

February 4, 2022

By:

  
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Bob Dean  
Business Manager