



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. R1-15-38-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4461

ROBERT JOGA
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

TOM DALZELL
BUSINESS MANAGER

September 4, 2015

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

In light of the recent Mutual Aid agreement between Pacific Gas and Electric and Florida Power and Light and other experiences of the company sending employees to assist other utilities' restoration efforts after natural disasters, the company and the union have developed the following guidelines for use in mutual aid assignments.

Selection of Employees

- The company will solicit volunteers from the Title 300 employees;
- If the company is unable to secure the number of employees requested from Title 300; it will then solicit volunteers from Title 200;
- The company will determine from which headquarters to solicit Title 200 volunteers;
- When using Title 200 volunteers, opportunities will first be offered in order of most combined overtime worked (EOT and POT) to least in the headquarters selected by the company.

Hours

- The parties agree that the host utility will determine the overall hours needed to be worked by the PG&E crews based on the local operational needs;
- When using Title 200 volunteers, the parties agree that the regular work week and hours may be adjusted to 0700-1530 Monday-Friday without impacts/limitation to Title 202.

Overtime

- Employees working on a mutual aid assignment will be paid double-time for all overtime worked.

Other Issues

- The parties recognize that other classifications besides linemen (i.e. Mechanics, Communications Technicians) may be needed. In offering such assignments that company will utilize the same selection process outlined above.
- All overtime hours accrued on mutual aid assignment will be assessed to the 212 list.
- The parties agree to form a working committee made of equal representation of company and union members to meet within 30 days of the mutual aid assignments to address any disputes or issues that may arise;
- If the working committee is unable to resolve the issue(s), the grievance procedure may be utilized.

Upon 30 days' written notice, either party may cancel this agreement.

This proposal has been discussed with Senior Assistant Business Manager, Bob Dean Jr., and 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 & ELECTRIC COMPANY

By: 

Robert Joga
Senior Director

The Union is in agreement.

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

September 21, 2015

By: 

Tom Dalzell
Business Manager