



# LETTER AGREEMENT R1 LA 20-15-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  
TOM DALZELL  
BUSINESS MANAGER

March 21, 2020

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:

The State of California has declared a State of Emergency in response to the COVID-19 virus. In addition to the implementation of State and local orders to remain at home or to shelter in place, the Company is taking several steps to help prevent the transmission of the virus, including having employees self-quarantine in accordance with Centers for Disease Control and Prevention (CDC) Guidelines, practice social distancing and where feasible, to work remotely.

The Company is committed to the health and safety of our employees and providing safe and reliable electric and gas service to our customers.

In recognition of the dedication and response of our employees and in conjunction with Company-Union discussions on this issue, the Company and Union have agreed to modify the provisions of the IBEW Physical Agreement Sections 208.2 and 308.2 as well as IBEW Clerical Agreement Section 12.2 to pay employees reporting to work at a PG&E Facility or in the field during the effective period of this agreement at the double time (2x) rate for any overtime performed. The above does not apply to employees working remotely under the provisions of LA 20-13-PGE.

The definition of time worked eligible for overtime under IBEW Physical Agreement Section 208.1 and Section 308.1 and IBEW Clerical Agreement Section 12.1 shall be modified such that employees must have actual time worked at a PG&E Facility or in the field of at least 8 hours on a work day or at least the total regularly scheduled hours for that employee's work week. (Note: Actual work time does not include any non-productive time such as sick, leave of absence for any reason, vacation or time off with or without pay.)

The above provisions are effective at 12:01 a.m. on March 23, 2020 and expiring at 11:59 p.m. on April 21, 2020. This agreement may be extended by mutual agreement between the parties.

This letter agreement is without precedent and the normal provisions of the IBEW Physical and IBEW Clerical Agreement will apply after the above time period.

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

\_\_\_\_\_ March 21st , 2020

By:  \_\_\_\_\_  
Tom Dalzell  
Business Manager