



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 20-07-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

TOM DALZELL  
BUSINESS MANAGER

March 10, 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:

As part of the recent General Rate Case settlement, the Company intends to close ten (10) Customer Services Offices (CSO) no earlier than the third quarter of 2020. Following thorough analysis to minimize both customer and employee impacts, the Company has identified the following offices to be closed, dependent upon CPUC final approval to close 10 offices:

Colusa, Auburn, Walnut Creek, Livermore, Davis, Lakeport, Wasco, Sanger, Kerman,  
and Oakhurst.

In accordance with Section 19.12 of the clerical agreement, the Company proposes the following options to address the impacts to affected employees headquartered at the 10 Customer Service Offices:

All IBEW bargaining unit CSO employees in the identified 10 headquarters will be given Section 19.1(a) notification as soon as possible following CPUC approval, which affords them priority bidding rights ("A" rights). Impacted employees shall be given a displacement option form no less than 45 days prior to any pending closures and shall be provided a minimum of 14 calendar days to complete the form, indicating their voluntary preferences as follows:

1. Voluntary layoff with severance pay in accordance with Exhibit K and Section 19.7(b).
2. A vacancy created at a non-impacted local office through voluntary severance elected by an employee at a non-impacted office, if applicable.
  - a. In addition to offering voluntary severance to CSO employees headquartered at an office identified for closure as outlined in Option 1 above, the Company will offer *consideration* for voluntary severance in accordance with Exhibit K and Section 19.7(b) to employees headquartered at Customer Service Offices that *are not* identified for closure and which are within a commutable distance (1 hour or less) from a closing office.
  - b. Employees from these non-impacted offices will be provided a voluntary severance election form, as soon as administratively possible following CPUC approval for the office closures, to provide in writing if they would like to be *considered* for voluntary severance.
  - c. The Company will grant voluntary severance elections at the non-impacted offices, up to the number of vacancies required to place impacted employee(s) who elect Option 2 above.
  - d. If there are more severance elections at a non-impacted office than needed to provide vacancies for employees headquartered at an impacted office, employees at non-impacted offices will be granted severance based on seniority.
  - e. Submission of election for voluntary severance by employees at a non-impacted office is not a guarantee severance will be granted.

- f. Based on available front counter space and overall operating need, the Company may elect to absorb additional headcount at an office where a vacancy is not created by employees electing voluntary severance in order to place an employee from an impacted office.
3. A vacancy at any local office (separately and in addition to those created through Option 1(a-f) above) which the Company plans to backfill.
    - a. Prior to such vacancies being submitted to CJBT to be filled through the bid/transfer process, the Company will offer employees at impacted offices, in order of Company seniority, the opportunity to be assigned to the headquarters where the vacancy(s) exist. Such identified vacancy(s) will be communicated as soon as practicable.
  4. A position within Customer Contact Centers (CCO) within the same classification.
  5. Other identified entry level vacancies in the Clerical & Physical bargaining units. Employees must meet qualification requirements at the time of election. Such identified vacancies will be communicated to employees as soon as practicable.
    - a. Impacted employees shall have their wages frozen in accordance with the provisions of Section 13.9(d) of the clerical agreement, following notice of displacement and who elect to vacate their position through bid, transfer, or election of a position with a lower wage scale in accordance with option 5 above.

Impacted employee elections, as outlined in options 1 - 5 above, will be determined by Company seniority and shall be binding upon notification of awarded election.

While it is the expectation that employees headquartered at impacted offices choose from the options provided, the Company and Union agree to meet to discuss any individual situations that may need to be reviewed, and agree to discuss other options to address such situations, including expanding the voluntary severance offer to employees at other non-impacted office(s) who were not initially offered an option to elect voluntary severance .

The provisions of Section 19.8 Moving Allowance shall apply to this agreement as applicable, and the reimbursement maximum allowed for moving expenses shall be \$5,000 based on submission of qualifying expenses in accordance with this section of the clerical agreement.

The Company and Union will work together to ensure employees are fully informed and educated prior to making their elections. The parties will work together to answer any questions and/or resolve any issues that arise out of this process. This Letter Agreement is contingent upon the GRC settlement receiving CPUC and all necessary approvals. Report dates and severance dates will be determined by the Company and are expected, based on operating need, to coincide with the actual closure of the Customer Service Office where the employee is headquartered.

Mr. Tom Dalzell

LA 20-07-PGE  
March 10, 2020

This proposal has been discussed with Senior Assistant Business Manager Bryan Carroll and Business Representative Eddie Moreno.

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 20th , 2020

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