



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 20-26-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

April 24, 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 Company and Union recently resolved two grievances, on behalf of the Distribution Line Technicians, which included a temporary three percent wage premium, pursuant to LA-20-16. Upon implementation of the agreement, the Company and Union were in disagreement regarding the premium's applicability to "basic weekly pay" calculations for purposes of calculating retirement benefits under Part II (the Final Pay Pension) of the Retirement Plan, Part III (the Cash Balance Pension) of the Retirement Plan, and 401k contributions. In resolution of that issue and to clarify the Company's intent regarding wage premiums, on a prospective basis, the parties agree to the following:

1. The Company agrees Distribution Line Technician's receiving the temporary three percent wage premium pursuant to LA-20-16 will have such premium included in "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan, Part III (the Cash Balance Pension) of the Retirement Plan, and 401k contributions.
2. Unless otherwise provided for in writing and consistent with the Company's Summary of Benefits Handbook for eligible union represented employees, wage premiums are not included in calculating employee basic weekly pay for retirement benefits of any kind (e.g. Final Pay Pension, Cash Balance Pension, or 401k).

Mr. Tom Dalzell

LA 20-26-PGE  
April 24, 2020

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  
BROTHERHOD OF ELECTRICAL WORKERS, AFL-CIO

\_\_\_\_\_, April 24th, 2020

By:  \_\_\_\_\_

Tom Dalzell  
Business Manager