



# LETTER AGREEMENT LA 20-38-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

June 12, 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 Federal Government, the State of California, and several counties within the State have declared a State of Emergency in response to the COVID-19 virus. The Company is committed to the health and safety of our employees during this time and the Company has taken several steps to help support the social distancing protocols to reduce risk including having employees self-quarantine in accordance with Centers for Disease Control and Prevention (CDC) Guidelines, practice social distancing, where feasible, to work remotely, as well as provided time-off protocols to accommodate COVID-19 impacted employees.

As this situation is anticipated to last many months, the Company proposes to address the impacts of the above on probationary IBEW Clerical and IBEW Title 200 employees. As of the date of this agreement, many probationary employees have been off with permission and with pay for a significant period. The IBEW Clerical Section 17.5c and IBEW Physical Labor Agreement Section 106.5(a)(3) provide that a probationary employee must not have an interruption of a cumulative 30 day time period without beginning a new probationary period.

In addition, training courses may not be delivered due to either the employee's absence or as a result of the impacts of COVID-19 (e.g. the need to provide for safe and socially distant training). This includes the Service Representative I agreed to training program which the Clerical Agreement, Exhibit A identifies as an additional time period by which Service Representative I probationary periods are extended.

The Company proposes to modify Section 106.5(a)(3) and Section 17.5c to resolve these issues as follows:

1. For any probationary employee who requested TOWPWP and are coding their time off as Time off with Permission with Pay and/or as Time off with Permission without Pay for a period of more than 30 cumulative days, the company proposes to the extend the probationary period of the employee by an equal amount of time.
2. For employees directed to remain at home by their supervisor (not those who requested to be off work), upon six months from date of hire, those employees would attain Regular Status. but may be released for probationary unsuitability for a period extended by the number of days such employee was off with permission and with pay.
3. Upon completion of the six months probationary period under Section 106.5(a)(3) or Section 17.5(c), or as noted in Section 1 and/or 2 above, the employee would only be released for unsuitability if it is due to unsuccessful completion of agreed upon training

This agreement will apply to current probationary status employees as well as any probationary employees hired during the length of this agreement with the exception of employees in the Apprentice Lineman (SAP Code 50449466) classification.

This agreement will be in effect for employees hired or reaching six months of service prior through August 31, 2020.

The Company and Union shall each appoint three members to be part of an Oversight Committee. The Oversight Committee will review and validate the list of employee/members affected by this agreement to ensure compliance with this agreement. Prior to the release of any employee covered by this agreement, the Oversight Committee will review and confirm that the Company had met the provisions as provided for in this agreement or any applicable Collective Bargaining Agreement. Finally, the Oversight Committee will attempt to expeditiously resolve any issues that may arise regarding this Letter of Agreement.

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



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

Jun 14, 2020

\_\_\_\_\_, 2020