



LETTER AGREEMENT LA 20-47-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

September 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:

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 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 and time-off protocols to accommodate COVID-19 impacted employees.

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

To that end, the Company is taking additional steps to ensure that emergency and critical work continues during this crisis at Bishop Ranch Gas Dispatch. The Company and Union have agreed to extend a temporary work schedule for all Work & Resource Dispatchers and Work & Resource Relief Dispatchers and temporary assignment of some Work & Resource Dispatchers and Work & Resource Relief Dispatchers to an alternate temporary headquarters (Vacaville) as detailed below:

1. W&R Dispatchers and W&R Relief Dispatchers assigned to Bishop Ranch will continue to work normal shifts, which will remain static. The shifts are Sunday-Saturday, 6am-2pm, 8am-4pm, 10am-6pm, 2pm-10pm, and 10pm-6am.
2. W&R Dispatchers and W&R Relief Dispatchers assigned to and physically reporting to the Vacaville Alternate Headquarters will work shifts of Monday-Friday, either 6am-2pm or 2pm-10pm. An Employee's shift may change, based on one of the following scenarios: 1) Employees who are able to successfully perform their jobs remotely will revert to his or her original shift; or 2) Employees who are not able to successfully perform their jobs remotely and physically report back to the Vacaville Alternate Headquarters will revert to their Monday – Friday, either 6am-2pm or 2pm-10pm.

(Note: The Vacaville Alternate Headquarters may change headquarter location during this agreement. The assigned shifts of Monday – Friday, either 6am-2pm or 2pm-10pm will remain constant regardless which alternate headquarters is utilized.)

3. Headquarter and Shift assignments for W&R Dispatchers and W&R Relief Dispatchers have already been made. Headquarter and shift assignments may be adjusted, as health, safety, working conditions, and operational needs change.

- 4. Travel time to and from an employee's home will be paid as outlined in Physical Agreement Title 202.23. This is applicable only to the Vacaville location, and will apply to any future alternate headquarters.
- 5. Two separate voluntary Prearranged and Emergency overtime sign up lists will be maintained by the company. One for the existing Bishop Ranch Center and one for the Temporary Vacaville Center. Employees who are not physically located at the Temporary Vacaville Center will be included in the voluntary Prearranged and Emergency overtime sign up list for the Bishop Ranch Center. All overtime hours will be credited and charged accordingly. Once all employees return to reporting to their regular headquarters, all overtime hours credited and charged will be recorded on the master overtime list at the Bishop Ranch Center. It is understood by signing the list the employee is volunteering to overtime at the corresponding headquarters.
- 6. At the end of the temporary work schedule agreement, employees will be returned to their normal schedule.
- 7. Employees will be eligible for Shift and Sunday Premium pay in accordance with Section 110 of the Physical Agreement and LA 13-79.

This agreement cancels and supersedes Letter Agreement 20-37 and will be in effect, Sunday, August 2, 2020 to Thursday, December 31, 2020. This agreement may be extended by mutual written agreement of the parties. This agreement is only applicable as a result of the COVID-19 pandemic and for the W&R Dispatchers and W&R Relief Dispatchers working for Gas Dispatch.

The Company may cancel this agreement at any time by providing advanced written notice, in the event State or local orders to remain at home or to shelter in place are lifted.

This agreement has been reviewed by Mike Adayan, Assistant Business Manager.

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

Sep 10, 2020 _____, 2020