



# LETTER AGREEMENT LA 20-58-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

October 7, 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:

With the completion of Tier 1 Retention on August 31, 2020 for the IBEW workforce at DCPD, the Company may be subject to attrition beyond a desired level. The following pilot agreement will give the specific DCPD Department listed some flexibility to maintain their qualified IBEW workforce in order to operate the plant safely and successfully until the end of operating license. This pilot agreement will run from October 1, 2020 through October 1, 2021. This agreement gives the below named Department, preapproved use of the Special Project Agreement (SPA) HH agreement (attachment provided) to transition and measure workforce and workload needs as the transition toward plant closure evolves.

1. This Pilot agreement will be used to address regular vacancies within the IBEW workforce in the Electrical Maintenance Department at DCPD. The Electrical Maintenance Department refers to the work group of all Electric Maintenance Subforeman, Electrical Control Technician and Traveling Electricians on site.
2. All work normally performed in the department by IBEW 1245 will continue to be performed by IBEW1245 employees.
3. The Electrical Maintenance Department headcount is 39 as of September 1, 2020.
4. When this headcount is below 39 due to a regular vacancy, the following options may be used by the Company to address these vacancies:
  - a. Use overtime.
  - b. Use Hiring Hall employees – Electrical Maintenance Department may use as many HH employees required to maintain operational needs but not to exceed the headcount of 39. HH may be used during the pilot program and may be hired for any duration during the pilot term (Ex. 3 months, 6 months, etc.). HH employees will be paid the HH classification rate for the classification they will be working in. Regular employees in the line of progression, and in lower classifications to the vacancy to be filled with HH, will be upgraded to those positions first. The Department may use the HH SPA agreement process preapproved by the Union pursuant to this agreement. HH employees used pursuant to this agreement do not incur changes in pay or overtime to the regular status employees in the comparable classification.
  - c. Hire regular status employees.
5. The Company and Union mutually agree to establish an Oversight Committee to meet quarterly (Jan, Apr, July, Oct) to review all steps in #4; measure workforce attrition, remedies used in #4, and adjust headcount annually in October based on the actual average headcount used throughout the pilot program. The Committee will continue to search for new and alternative workforce and workload solutions to achieve mutually beneficial goals.

Either the Company or the Union reserves the right to cancel this agreement by giving the other 30 days written notice.

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

October 8th  
\_\_\_\_\_, 2020

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