



LETTER AGREEMENT LA 20-61-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 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 Company and Union previously agreed in Letter of Agreement 18-16-PGE to a Company-provided pilot program that focused on employees who have experienced multiple on-the-job injuries and how to help prevent future injuries for those employees. Specifically, the "Fit4U" pilot was intended to accelerate the recovery process and help prevent future injuries for employees who have multiple workers' compensation claims by offering these employees additional services such as:

- Health coaching
- Nutrition
- Personal training

The pilot concluded and due to a favorable response, the Company is proposing a company-wide launch of PG&E's Fit4U program. As with the pilot, participation in the Program will be voluntary and free for employees. The Company will maintain the right to modify or cancel this program in its sole discretion. Prior to any modification or cancellation, however, the Company will provide the union advance 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



By: _____
Tom Dalzell
Business Manager

Oct 12, 2020
_____, 2020