



LETTER AGREEMENT LA R1-20-72-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

BOB DEAN
BUSINESS MANAGER

December 23, 2020

Mr. Bob Dean, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dean:

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. 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.

In recognition of the dedication and response of our employees and in conjunction with Company-Union discussions on this issue, the Company and Union have agreed to take additional steps to ensure that emergency and critical work continues while balancing social distancing considerations during this crisis through the creation of temporary Holiday stand-by provisions for work crews within Division Electric Distribution Field Operations *and Electric General Construction, Line Construction*. The temporary Holiday stand-by provisions will:

- Provide enhanced prearranged overtime coverage that would ensure crews are available to perform work on the electric distribution system if emergencies arise:
 - After regularly scheduled work hours on Thursday, December 24, 2020 and Thursday, December 31, 2020
 - On Christmas Day, Friday, December 25, 2020 and New Year's Day, Friday, January 1, 2021
- Support social distancing by not requiring employees to report to their headquarters for prearranged overtime until told to do so by a Supervisor (which may occur via utilization of ARCOS) on the specific days identified above.

Covered Classifications

Unless otherwise provided for under the terms of this agreement, Division Electric Distribution crews, from the following classifications, shall be eligible to participate in this agreement:

SAP Code	Classifications
50449466	Apprentice Lineman
50010191	Electric Crew Foreman
51784961	Electric Crew Foreman, Service
50010242	Electric T&D Assistant
50010323	T&D Equipment Operator
50010246	Unassigned Lineman
50010188	UG Const. Crew Foreman (Elec)
50010202	Working Foreman
50010375	Cable Splicer
50010244	Lineman
51784667	Lineman, Service
51863059	Electric Line Assistant
50010234	Underground Constr Journeyman - Elec
50010376	Appr Cable Splicer
50010199	Cable Crew Foreman
50010380	Unassigned Cable Splicer
50010082	Hiring Hall Lineman - Division - Exper
50010216	Utility Worker - Electric Maintenance
50071055	Hiring Hall Utility Worker
50010184	Night Cable Crew Foreman
50010378	Night Cable Splicer
50010243	Night Electric Transm & Dsbn Assistant
50010325	Night T&D Equipment Operator
50010178	<i>Sub Foreman A (Underground)</i>
50010179	<i>Sub Foreman A (Overhead)</i>
50010247	<i>Lineman</i>
50251367	<i>Working Foreman B (Underground)</i>
50010181	<i>Working Foreman B (Overhead)</i>
50010377	<i>Cable Splicer</i>
50010248	<i>Apprentice Lineman</i>
50010379	<i>Apprentice Cable Splicer</i>
50253778	<i>Miscellaneous Equipment Operator</i>
50253887	<i>Crane Operator</i>
50010223	<i>Utility Worker</i>

Holiday Stand-By Provisions

The Company will schedule prearranged overtime, at its discretion, after regularly scheduled work hours on Thursday, December 24, 2020 and Thursday, December 31, 2020, and on Christmas Day, Friday, December 25, 2020 and New Year's Day, Friday, January 1, 2021, in accordance with Title 208 of the Physical Agreement.

On the specific days mentioned above, eligible employees who are assigned a prearranged overtime assignment will remain at home, fit for duty, ready to work, and shelter in place; unless, at the Company's discretion there is prearranged overtime work for a crew(s) to perform.

Should an employee who accepted a prearranged overtime assignment under this agreement become sick, the employee must contact their Supervisor before the start of their prearranged overtime shift to report their unavailability for work. If sick and unavailable, employees will not be eligible to receive any prearranged overtime pay.

Should an employee who accepted a prearranged overtime assignment under this agreement become unavailable when the Company directs a crew(s) to report for prearranged overtime work, the employee must contact their Supervisor to report their unavailability. In this situation, the employee will forfeit any prearranged overtime hours they would have been eligible for if they reported for the prearranged overtime assignment.

The Company shall retain discretion to determine the number of employees on a crew.

Eligible employees who are assigned a prearranged overtime assignment will not be allowed to take home a Company Vehicle.

In order to be eligible for a prearranged overtime assignment under this agreement, employees must be able to report to their respective headquarters in one (1) hour or less.

This agreement will be not be applicable if an "All Hands Event" is deemed necessary by the Company.

This agreement will begin on Thursday, December 24, 2020 and remain in effect until Friday, January 1, 2021 at 11:59pm. This agreement shall terminate after Friday, January 1, 2021 at 11:59pm.

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

_____ 23 December _____, 2020

By: _____

Bob Dean
Business Manager