



LETTER AGREEMENT LA 21-38-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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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

July 14, 2021

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:

In 2020, the Company announced plans to sell the San Francisco General Office complex (SFGO) and relocate personnel headquartered at SFGO to the newly acquired Oakland facility at 300 Lakeside Drive beginning in Q1 2022 through 2023. The Company and Union have met to discuss the direct impacts to the Transportation Services bargaining unit members in the Parking Leadman and Garageman classifications.

In accordance with Section 206.12 of the Physical agreement, the Company proposes the following options to address impacts to the affected Facilities Services maintenance classifications identified above:

IBEW bargaining unit employees within the Transportation Services department at the San Francisco General Office complex will be given Section 206.1(a) notification as soon as practicable, which affords the impacted employees priority bidding rights ("A" rights).

Impacted employees shall be given a displacement option form as soon as administratively possible following execution of this agreement and shall be provided a minimum of 14 calendar days to complete the form, indicating their voluntary preferences as follows:

1. Accept a position within the Garageman classification at an alternate headquarters where Transportation Services has an identified vacancy.
 - a. Impacted employees shall have their wages frozen in accordance with the provisions of Section 204.6(d) of the Physical agreement, following notice of displacement, and who elect to vacate their position through bid, transfer, or election of a position with a lower wage scale.
2. Accept an identified entry level vacancy within the Clerical or Physical bargaining unit. Employees must meet qualification requirements at the time of election. Such identified vacancies will be communicated to employees as soon as practicable.
 - a. Impacted employees shall have their wages frozen in accordance with the provisions of Section 204.6(d) of the Physical agreement, following notice of displacement, and who elect to vacate their position through bid, transfer, or election of a position with a lower wage scale.
3. Voluntary layoff with severance pay in accordance with Exhibit XIV and Section 206.7(b).

Impacted employee elections, as outlined in options 1 - 3 above, will be determined by Company seniority and shall be binding upon notification of awarded election.

The provisions of Section 206.8 Moving Allowance shall apply to this agreement as applicable, and the reimbursement maximum allowed for moving expenses shall be \$5,000 based on submission of qualifying expenses in accordance with this section of the Physical agreement.

The Company and Union will work together to ensure employees are fully informed and educated prior to making their elections. The parties will meet and confer to address and resolve any issues that may arise related to this agreement. Report dates and severance dates will be determined by the Company based on operating need.

This proposal has been discussed with Sr. Assistant Business Manager Anthony Brown and Business Representative Gerald Williams.

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: _____

Bob Dean
Business Manager

July 21st, 2021