



LETTER AGREEMENT LA R1-21-39-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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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

September 17, 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 new Oakland headquarters will be designated as the *Oakland General Office*.

The parties have met and discussed headquarter reassignment and impacts for IBEW represented classifications within both the Physical and Clerical agreements who are currently headquartered at SFGO. The parties recognize that due to the projected changes in the operating needs at the Oakland General Office headquarters, relocation of Physical employees assigned to the following departments will be addressed in separate letter of agreements: Transportation, Corporate Real Estate Facility Services (Building & Maintenance Operations), and Information Technology. Additionally, Reprographics employees, including clerical, assigned to the Market Street Graphics department will also be addressed in a separate letter of agreement.

In accordance with Sections 206.12 of the Physical agreement and 19.12 of the Clerical agreement, employees covered by the Physical agreement who are assigned to Supply Chain/Materials, Environmental Management & Programs, and all other IBEW represented clerical employees covered by the Clerical agreement whose current headquarters is SFGO will be relocated to the Oakland General Office under this agreement.

This agreement is not intended to modify any contractual provisions provided in the IBEW Physical and Clerical agreements, other than those outlined below.

IBEW bargaining unit members at the San Francisco General Office complex who are covered by this agreement, will be given Section 206.1(a) and 19.1(a) notification as soon as practicable, which affords the impacted employees priority bidding rights ("A" rights).

Following notice of displacement, impacted employees who elect to vacate their position through bid or transfer to a position with a lower wage rate shall have their wages frozen in accordance with the provisions of Section 204.6(d) of the Physical agreement and 13.9(d) of the Clerical agreement upon reporting to their new classification.

Oakland Headquarter Assignment

The Company proposes to reassign the impacted employees, as outlined above, who are headquartered at the San Francisco General Office Complex to the Oakland General Office as soon as administratively possible based on the scheduled move timelines of the employee's specific Line of Business (LOB).

Hiring Hall employees assigned to SFGO who are on an active temporary assignment at the time their assigned LOB is scheduled to move into the Oakland General Office, shall be reassigned to the Oakland headquarters for the remainder of their assignment, however the Company maintains the right to conclude a Hiring Hall assignment

at any time based on operational need.

Bidding & Demotion

The Company will establish bid codes for IBEW Physical and Clerical classifications at the Oakland General Office in accordance with Sections 204.4(h) and 18.4(h) as soon as administratively possible following execution of this agreement. Initial bid codes will be posted as "For Information Only".

Physical Agreement:

The General Office Bidding Unit Eighteen and Demotion Unit Eleven will be applied to the new Oakland General Office. The Special Bidding and Demotion Unit notes will be updated as follows:

- The Special Bidding Unit Notes #2 & #3 in the physical agreement will be updated to reflect the change from references of Bidding Unit Two [SF & Peninsula] to reflect *Bidding Unit One* [East Bay].
- The Special Demotion Unit Notes #2 & #3 in the physical agreement will be updated to reflect the change from references of Demotion Unit Two [SF & Peninsula] to reflect *Demotion Unit One* [East Bay].

Clerical Agreement:

- The General Office Clerical Bidding Unit Two/Area Six [San Francisco] shall be updated to reflect *Bidding Unit One/Area Two* [Oakland].
- *Number 2 of the Special Demotion Unit Notes in the clerical agreement will be updated to reflect the change from references of Demotion Unit Two to Demotion Unit One.*

Moving Allowance

The provisions of Sections 206.8 and 19.8 Moving Allowance of the Physical and Clerical agreements respectively, apply to this agreement as applicable and the reimbursement maximum allowed for moving expenses shall be \$5,000 based on submission of qualifying expenses.

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: _____
Denise Floyd Manager for
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

Sep 17, 2021 _____, 2021