



LETTER AGREEMENT NO. 22-14-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4401
MATT 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

May 10, 2022

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:

Due to the difficulty for the Company to staff and properly maintain qualified personnel within the Troubleman (50010432) classification at the San Rafael Service Center, the parties agreed to Letter Agreement 20-24, which is due to expire May 31, 2022. The Company proposes to cancel and supersede Letter Agreement 20-24, effective June 1, 2022, as follows and noted in bold italics:

1. Troubleman who are regularly headquartered at the San Rafael Service Center shall receive a temporary ten percent (10%) hourly wage premium, effective **June 1, 2022**.*

*Current Troubleman incumbents **as of May 31, 2022** at the San Rafael Service Center will have **seven (7) calendar days** to exercise the option of maintaining the current **provisions of their ten percent (10%) hourly wage premium** and **restricted** bidding rights **or no longer be subject to a bid restriction and forego the ten percent (10%) hourly wage premium**.

2. In exchange for the temporary 10% hourly wage premium, Troubleman will not have their prebids considered for any vacancies outside of the San Rafael Service Center or Line of Progression, with exception to those classifications and headquarters included in LA-19-17-PGE and its attachment, during the term of this agreement.
 - a. Employees hired or bidding into a Troubleman (50010432) classification at the San Rafael Service Center will not have their bids considered as is described above.
 - b. Current Troubleman incumbents opting into the wage premium provided under this agreement will not have their bids considered as is described above
3. Troubleman must accumulate at least twenty-four (24) months (4,160 straight-time hours) of participation in the temporary 10% hourly wage premium at the San Rafael Service Center before the 10% increase will be included in "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan, Part III (the Cash Balance Pension) of the Retirement Plan, and 401k contributions.
4. The temporary 10% hourly wage premium will be programmed and applied as soon as administratively possible. If the premium is not available by **June 1, 2022**, the pay will be retroactive to **June 1, 2022**. The intent of the hourly wage premium is to incentivize Troubleman employees to be regularly headquartered at the San Rafael Service Center.

- 5. Employees temporarily assigned to a Troubleman classification (50010432) at the San Rafael Service Center are eligible to receive the temporary 10% hourly wage premium only while on temporary assignment at the San Rafael Service Center.

This agreement will expire on **December 31, 2023**, unless the parties mutually agree to an extension in writing.

This proposal has been discussed with Bob Gerstle, Senior Assistant Business Manager.

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

_____ May 13th _____, 2022

By: 
 Bob Dean
 Business Manager