



LETTER AGREEMENT LA 23-06-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

February 13, 2023

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 Company and IBEW Local 1245 recently discussed the parties' shared commitment toward worker safety and security. This has included a joint agreement of a pilot program utilizing ballistic vests to determine the feasibility of a new layer of protection around safety to ensure Everyone and Everything is Always Safe.

The Company will begin this pilot in early 2023 and the pilot is expected to last until September 30, 2023. The pilot program will consist of up to 20 units deployed to IBEW 1245 represented employees in Oakland as well as other locations. Additional units may be deployed during the pilot by mutual agreement between the parties.

The pilot objectives will include an evaluation of input from employees on next steps, does not create any additional risk or hazard, and to ensure worker ability to be both comfortable and productive wearing any attire.

The parties agree to each appoint three members to be a part of an Oversight Committee that will meet regularly during the pilot to discuss, review, and analyze the feasibility of wearing ballistic vests while working in the field, as well as to resolve any specific concerns and to discuss the results of the pilot. If there is interest in transitioning out of the pilot, the parties agree to meet

Participation in the pilot program will be determined on a volunteer basis. The Company will solicit volunteers in Gas and Electric Operations in Oakland and at any other agreed to locations. In the event there are insufficient volunteers in those locations, the Oversight Committee will discuss expanding to other locations to solicit additional volunteers. In the event there are more volunteers than identified for the pilot, the Oversight Committee will discuss the process by which volunteers will be selected.

The parties will collaborate to expedite the training and deployment of the ballistic vests to the pilot users. Prior to any implementation of the pilot described in this agreement, both joint and individual

communications sessions shall be held by both parties with the pilot employee groups to thoroughly communicate details related to the pilot.

There will be initial fitting and subsequent proper wearing and care training and on-going support provided by the deployment team at the start of the pilot and throughout the duration of the pilot period. The vests remain the property of the Company at all times. The Union understands that employees who volunteer for the pilot program to receive the optional PPE vest will be required to provide written consent to a criminal background check to conform with state and federal requirements for possession of the vests.

During this pilot, the parties agree that any issues related to use, loss or theft of equipment will be reviewed by the Oversight Committee

This proposal has been discussed with Senior Assistant Business Manager Anthony Brown and Assistant Business Manager Mike Adayan.

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

_____ Feb 14, 2023, 2023