



LETTER AGREEMENT LA 23-05-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

February 27, 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:

In accordance with Sections 19.12 of the Clerical agreement and 206.12 of the Physical agreement, the parties have discussed headquarter reassignments for IBEW represented classifications within both the Clerical and Physical agreements who are currently headquartered at the Concord RMC, 1850 Gateway Blvd., Concord, and Bishop Ranch Building Y at 6111 Bollinger Canyon Rd., San Ramon, due to closure of these facilities. The parties agree to the following:

IBEW bargaining unit members as identified in Attachment 1 of this agreement have been given Section 206.1(a) and 19.1(a) notification effective February 9, 2023, which affords the impacted employees expanded priority bidding rights ("A" rights) as outlined in this letter agreement.

This agreement is not intended to modify any contractual provisions provided in the IBEW Physical and Clerical agreements or Letter Agreement R2-22-22 provisions for hybrid/remote work other than those outlined below.

Headquarters Selection Process

As the company continues to reduce its real estate footprint in the Bay Area and surrounding locations, available space at other headquarters in the immediate Demotion Areas to these facilities is not available, however the following headquarters options will be provided to impacted employees, as identified in Attachment 1 of this agreement, to elect as their regularly assigned headquarters:

- Oakland General Office, 300 Lakeside Drive, Oakland
- Stockton Regional Center, 3136 Boeing Way, Stockton
- W. Sacramento RMC, 850 Stillwater Rd., W. Sacramento

A headquarters selection form will be provided to impacted employees identified in Attachment 1 of this agreement for employees to submit their headquarters selection preference. All impacted employees, whether designated as Hybrid or Onsite shall submit a Voluntary Headquarters Option form, ranking the three headquarters options in order of priority preference. Any employee not submitting the form by the communicated due date will have the Oakland General Office assigned as their new headquarters. The Stockton Regional Center and W. Sacramento RMC have a pre-determined maximum headcount allotment for headquarters assignment of these impacted employees, therefore if employee voluntary elections for either of these locations are in excess of the maximum availability, employees will be awarded their location preferences in order of company seniority and their listed headquarters preference. The maximum available capacity for assignment under this agreement to the Stockton Regional Center is 17 and W. Sacramento RMC is 15.

Headquarter Assignment Date

Due to the ongoing phased occupancy of the Oakland General Office (OGO) through 2023, impacted employees whose new headquarters will be OGO will be reassigned based on the scheduled move timelines of the employee's specific reporting Department. Those employees who elect either Stockton or W. Sacramento locations, will be reassigned as soon as administratively possible following the signing of this agreement.

Travel Time, Commute Expenses & Mileage

Employees who elect and are awarded the Stockton Regional Center or W. Sacramento RMC as their company assigned headquarters through this agreement shall not be eligible for travel time, commute expenses, or mileage reimbursement as outlined in Sections 10.8 and 15.2 of the clerical agreement, Sections 202.22, 202.23 and 201.6 of the physical agreement, and applicable provisions of Letter Agreement R2-22-22 when required to report to the Oakland General Office at the direction of their leader for onsite meetings, required onsite work collaboration, and onsite trainings on their regularly scheduled workday up to a maximum of 6 days per month. Required onsite overtime assignments wholly outside of the employee's regularly scheduled work period, shall not be included in the calculation of 6 days per month. Contractual provisions under the identified Sections and Letter Agreement noted above shall be applied if an employee who is assigned to the Stockton Regional Center or W. Sacramento RMC through this agreement is required to report to OGO more than 6 days in a calendar month during a regularly scheduled workday, except as provided in the following.

The provisions outlined in LA R2-22-22 to return hybrid employees shall continue to apply to employees under this agreement. In addition, employees under this agreement who are assigned to the Stockton Regional Center or W. Sacramento RMC who are required by their leader to return to working onsite due to attendance, performance or conduct issues following the issuance of a Written Reminder or Decision Making Leave (DML) may be required, at the direction of their leader, to work onsite at the Oakland General Office for supervisory oversight when the supervisor is present at OGO to provide oversight. This requirement may also include employees under this agreement who are assigned or chose to work onsite at either W. Sacramento RMC or the Stockton Regional Center who due to performance issues need supervisory oversight while on active discipline of a Written Reminder or higher. In such cases, the modified travel time, commute expenses, and mileage provisions outlined in this agreement shall apply without limitation to 6 days per month as long as the employee is on active discipline. Once the employee is no longer on active discipline of a Written Reminder or DML, the employee will not be required to report to OGO beyond 6 days per month without applicable temporary headquarters expense provisions. If an employee's discipline is reduced below a Written Reminder through the grievance procedure, and the employee has incurred reduced expenses to report to OGO more than 6 times in a month, the employee shall be reimbursed for expenses in accordance with normal temporary headquarter provisions for each month the employee was required to report to OGO for supervisory oversight in excess of 6 days prior to the discipline being reduced below a Written Reminder in the grievance procedure.

Employees assigned to the Stockton Regional Center or W. Sacramento RMC under this agreement who leave their current classification or assigned company department as identified in Attachment 1 of this agreement through reassignment of reporting department at the headquarters, transfer, bid or unrestricted appointment will no longer be subject to these modified provisions when reporting to OGO.

Expanded Bidding Rights

IBEW represented employees who are covered by this agreement as identified in Attachment 1 are hereby given expanded Section 19.9 and 206.9 priority bidding rights ("A" rights) to established headquarters within the Clerical and Physical Demotion Unit One, Area Three and Area Four, within their current classification as of February 9, 2023. Additionally, employees identified on Attachment 2 of this agreement who were relocated from 3401 Crow Canyon Blvd., San Ramon, under Letter Agreement 22-20 shall be afforded the same expanded bidding rights as outlined in this agreement, effective upon implementation of this agreement.

In order for employees identified in Attachments 1 and 2 to maintain priority transfer/bid rights to any of the headquarters identified below, the employee must exercise every opportunity available to transfer/bid to the headquarters by maintaining active transfers/pre-bids on file. If an employee does not keep an active bid on file or declines a valid bid offer at the headquarters identified below where a position is being filled, the employee will forfeit their priority bidding rights for that headquarters. It will be the employee's responsibility to review the New Classification at Headquarters notifications to ensure transfers/bids are on file if a new bid code within the employee's current classification is established.

Headquarters for Expanded Bidding Rights:

Unit 1 – Demotion Area 3

- Antioch Service Center & Garage, 2111 Hillcrest Ave, Antioch
- Concord Service Center, 1030 Detroit Ave, Concord
- Walnut Creek Service Center, 1232 Boulevard Way, Walnut Creek

Unit 1 – Demotion Area 4

- Fremont Service Center, 41800 Boscell Rd, Fremont
- Fremont Meter Repair Shop, 42100 Boyce Rd, Fremont
- Fremont Materials Facility, 42105 Boyce Rd, Fremont
- Hayward Service Center, 24300 Clawiter Rd, Hayward
- Livermore Service Center, 3707 1st St, Livermore
- Livermore Learning Center, 7205 National Drive, Livermore
- San Ramon Valley Conference Center, 3301 Crow Canyon Rd, San Ramon
- San Ramon Technology Center (Main Bldg) 3400 Crow Canyon Rd, San Ramon
- San Ramon Bishop Ranch (Bldg Z), 6121 Bollinger Canyon Rd, San Ramon

This agreement has been discussed with Sr. Assistant Business Managers Bryan Carroll and Anthony Brown.

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 28, 2023
 _____, 2023

**BISHOP RANCH BLDG Y AND CONCORD RMC
ATTACHMENT 1**

NAME	LAN ID	CLASSIFICATION	LOB DEPARTMENT	CURRENT HQ
Teresa Brown	TXBD	Operating Clerk	EE T&S Engineering & Test	Bishop Ranch Y
Laura Martinez	LNME	Operating Clerk	EO Transmission Substation M&C	Bishop Ranch Y
Kimberley Aryanpour	KPA2	Operating Clerk	EO Transmission Substation M&C	Bishop Ranch Y
Carol Marsden	C1M9	Operating Clerk	EE T&S Engineering & Test	Bishop Ranch Y
William Frohlich	WHF6	Env Field Spec, Sr	SS Environmental Mgmt & Programs	Bishop Ranch Y
Nathaniel Berner	NAB9	Env Field Spec, Sr	SS Environmental Mgmt & Programs	Bishop Ranch Y
Andrew Matthew	A6M6	Env Field Spec, Sr	SS Environmental Mgmt & Programs	Bishop Ranch Y
Jauguanza Griffin	J6GZ	Operating Clerk	OPS Operations Support	Concord RMC
Lauren Brown	LHB5	Operating Clerk	EO T&D System Ops	Concord RMC
Maria Turner	MIT4	Operating Clerk	EO T&D System Ops	Concord RMC
Jamar Compton	J9C3	Operating Clerk	EO T&D System Ops	Concord RMC
Kelly McIntosh	K1MP	Operating Clerk	EO T&D System Ops	Concord RMC
Ayriana Lambert	A2LN	Operating Clerk	EO T&D System Ops	Concord RMC
Toniquea Shaw	T3S6	Operating Clerk	EO T&D System Ops	Concord RMC
Latrina Cooper	L1J5	Operating Clerk	EO T&D System Ops	Concord RMC
Shavon Williams	S2WG	Operating Clerk	EO T&D System Ops	Concord RMC
Rachelle Rendon	R5R0	Operating Clerk	EO T&D System Ops	Concord RMC
Patricia Jimenez	P2MJ	Operating Clerk	EO T&D System Ops	Concord RMC
Mellisa Buccellato	MQBC	Operating Clerk	EO T&D System Ops	Concord RMC
Chanise Toney	CKT4	Operating Clerk	EO T&D System Ops	Concord RMC
Annette Guillory	AGS0	Senior Operating Clerk I-II	EO T&D System Ops	Concord RMC
Phyllis Robertson	PMR5	Senior Operating Clerk I-II	EO T&D System Ops	Concord RMC
Thomas Hardy	TEHC	Operating Clerk	SS Corporate Real Estate Strategy & Svc	Concord RMC
Katrina Adriano	KXGP	Operating Clerk	SS Corporate Real Estate Strategy & Svc	Concord RMC
Diana Leone	D2LC	Operating Clerk	SS Corporate Real Estate Strategy & Svc	Concord RMC
Nicole Picou	NXWI	Operating Clerk	SS Corporate Real Estate Strategy & Svc	Concord RMC
Michael Gonzalez	M3GW	Operating Clerk	SS Corporate Real Estate Strategy & Svc	Concord RMC
Dionysia Mitchell	DUM6	Operating Clerk	SS Corporate Real Estate Strategy & Svc	Concord RMC
Rowena Jefferson	RRCK	Operating Clerk	SS Corporate Real Estate Strategy & Svc	Concord RMC
Marrico Shropshire	MYSP	Operating Clerk	SS Corporate Real Estate Strategy & Svc	Concord RMC
Victoria Takahashi	VET1	Operating Clerk	SS Corporate Real Estate Strategy & Svc	Concord RMC
Patricia Lewis	PML6	Senior Operating Clerk I-II	SS Corporate Real Estate Strategy & Svc	Concord RMC
Peng Vang	PXV5	Utility Clerk Operating	SS Corporate Real Estate Strategy & Svc	Concord RMC
Adrian Munoz Reyes	AFM8	Utility Clerk Operating	SS Corporate Real Estate Strategy & Svc	Concord RMC

Sharon Creer	SLCD	Operating Clerk	GE Service Planning & Design	Concord RMC
Jeffrey Gollob	JLGZ	Operating Clerk	GE Service Planning & Design	Concord RMC
Amber Cordeiro	ARCJ	Operating Clerk	GE Service Planning & Design	Concord RMC
Miguel Estrada	MAEH	Operating Clerk	GE Service Planning & Design	Concord RMC
Teska Jefferson	J3T1	Operating Clerk	GE Service Planning & Design	Concord RMC
Anthony Wright	A1WM	Operating Clerk	GE Service Planning & Design	Concord RMC
Sonya Wynne	S2W0	Operating Clerk	GE Service Planning & Design	Concord RMC
Vanessa Mejia	V1M0	Operating Clerk	GE Service Planning & Design	Concord RMC
Lea Smith	LIR3	Operating Clerk	GE Service Planning & Design	Concord RMC
Jessica Williams	JF1I	Operating Clerk	GE Service Planning & Design	Concord RMC
James Pinkard	J0PA	Operating Clerk	GE Service Planning & Design	Concord RMC
Loretta Smith	LLR4	Senior Operating Clerk I-II	GE Service Planning & Design	Concord RMC
Eltanalia Kinard	TBK2	Senior Operating Clerk I-II	GE Service Planning & Design	Concord RMC
Chalice Ironside	CPI2	Operating Clerk	GE Service Planning & Design	Concord RMC
Joshua Valdez	JXVL	Senior Solar Technician	EO Power Generation	Concord RMC
Luis Zapanta	LKZ1	W&R Dispatcher - Metering	EO T&D System Ops	Concord RMC
Cynthia McDonald	CRMB	W&R Dispatcher - Metering	EO T&D System Ops	Concord RMC
Paula Kelly	PBK4	W&R Dispatcher - Metering	EO T&D System Ops	Concord RMC
Derek Perio	DNP5	W&R Dispatcher - Metering	EO T&D System Ops	Concord RMC
Dennis Mutulo	DGMG	W&R Dispatcher - Metering	EO T&D System Ops	Concord RMC
Ray Capell	R1CQ	W&R Dispatcher - Metering	EO T&D System Ops	Concord RMC
Joseph Dominguez	JHD9	W&R Relief Dispatcher Metering	EO T&D System Ops	Concord RMC
Charlene Griffin	CXG9	W&R Relief Dispatcher Metering	EO T&D System Ops	Concord RMC
Cheryl Jackson	CDJ6	W&R Relief Dispatcher Metering	EO T&D System Ops	Concord RMC
Jason Killam	JHKJ	W&R Relief Dispatcher Metering	EO T&D System Ops	Concord RMC
Matt Johnson	MDJH	W&R Relief Dispatcher Metering	EO T&D System Ops	Concord RMC

**3401 CROW CANYON, SAN RAMON (LA 22-20) EXPANDED BIDDING RIGHTS
ATTACHMENT 2**

Employee Name	Classification	Department	Original Headquarters	New Headquarters
Deborah Walsh	Operating Clerk	Transportation Services	3401 Crow Canyon, San Ramon	Oakland General Office
Ryan W. Cawdrey	Environmental Field Specialist	Environmental Mgmt & Permitting	3401 Crow Canyon, San Ramon	Oakland General Office
Xenia R. Yabut	Service Rep I	Central Inspection	3401 Crow Canyon, San Ramon	Oakland General Office
Anna Marie Mahabadi	Service Rep I	Central Inspection	3401 Crow Canyon, San Ramon	Oakland General Office
Marcos Aguirre	Service Rep I	Central Inspection	3401 Crow Canyon, San Ramon	Oakland General Office
Tiffany A. Thouraphanh	Service Rep I	Central Inspection	3401 Crow Canyon, San Ramon	Oakland General Office
Lucy A. McGuire	Service Rep I	Central Inspection	3401 Crow Canyon, San Ramon	Oakland General Office
Anthony Gilmer	Operating Clerk	L&EM Clerical Management	3401 Crow Canyon, San Ramon	Oakland General Office
Michele Pollard	Sr. Op Clerk I-II	L&EM Clerical Management	Concord RMC	Oakland General Office
Billie Brinkley	Sr. Op Clerk I	L&EM Clerical Management	3401 Crow Canyon, San Ramon	Oakland General Office
Alvina R. Villalobos	Operating Clerk	L&EM Clerical Management	3401 Crow Canyon, San Ramon	2730 Gateway Oaks, Sacramento
Teri L. Lappe	Operating Clerk	L&EM Clerical Management	3401 Crow Canyon, San Ramon	Oakland General Office
Michelle E. Lougin	Operating Clerk	L&EM Clerical Management	3401 Crow Canyon, San Ramon	Oakland General Office
Amy Coll	Operating Clerk	L&EM Clerical Management	3401 Crow Canyon, San Ramon	Oakland General Office
Zanya Williams	Sr. Op Clerk I-II	L&EM Clerical Management	Concord RMC	Oakland General Office