



# LETTER AGREEMENT NO. *R1-23-32-PGE*

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
300 LAKESIDE DRIVE  
OAKLAND, CA 94612  
650.832.8674

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
707.452.2700

MATTHEW LEVY  
SENIOR DIRECTOR

BOB DEAN  
BUSINESS MANAGER

October 5, 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:

*This agreement revises and amends Letter Agreement 23-32 by adding clarification language to the Bid Lock and Expiration Provision sections, and adds two additional eligible headquarters, Metcalf Substation and Newark Substation. All revisions and amendments have been italicized.*

The Company and Union met to discuss the challenges of retaining and attracting specific journeyman classifications within specific headquarters and General Construction (GC) locations in the San Francisco, Peninsula, De Anza, East Bay, and Mission divisions. This agreement addresses critical staffing levels within specific headquarters and GC locations, listed in Tables 1 and 2, and Company efforts to attract and retain employees into specific journeyman classifications listed in Table 3. Based on these discussions, the parties have agreed to the following:

### **Hourly Wage Premiums:**

Effective September 24, 2023, employees who are regularly headquartered at eligible headquarters or locations (listed in Table 1) and in eligible classifications (listed in Table 3) are eligible to receive a fifteen percent (15%) hourly wage premium.

Effective September 24, 2023, employees who are regularly headquartered at eligible headquarters or locations (listed in Table 2) and in eligible classifications (listed in Table 3) are eligible to receive a ten percent (10%) hourly wage premium.

The 10% and 15% hourly wage premiums will not be included in the "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Pacific Gas and Electric Company Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees.

### **Bid Locks:**

All future employees who are hired, assigned, placed, or bid (after the execution date of this agreement) into one of the classifications listed in Table 3 and report to a headquarters or location listed in Tables 1 or 2 will be subject to a "bid lock" for three (3) years, *with the following exceptions:*

- *Employees (future and incumbent) may bid or transfer for promotions/demotions that are within their line of progression and headquarters/locations.*
- *Employees (future and incumbent) will be allowed to bid to Title 200 and Title 300 Apprentice Electrical Technician positions.*
- *Employees (future and incumbent) may bid between Title 200 and Title 300 positions only within their current headquarters/locations (e.g., Oakland Service Center to Substation Construction Oakland).*

### **Incumbent Employee Voluntary Option**

Current incumbent employees (as of the date of execution of this agreement) in eligible classifications (listed in Table 3) *were provided* a 14-day period to exercise the option of maintaining their current wages and bidding rights, or voluntarily relinquish their bidding rights in exchange for the hourly wage premium described above. Incumbent employees who accepted the hourly wage premium will be bid locked in their existing headquarters/locations for three (3) years.

### **Eligible Headquarters:**

The regular headquarters of eligible Title 200 classifications are listed on Tables 1 and 2.

A Title 300 regular headquarters is defined as follows:

- The current location where the employee was hired, placed, or bid in accordance with Title 305.7, or 305.5(c); and,
- Within the eligible locations in Tables 1 or 2; and,
- The employee is not eligible for the expense allowances pursuant to Title 301.4(a), Zone 3.

A transfer under the provisions of 301.1(a) or (b) or placement under 305.5(a) from a current non-eligible Title 300 location to an eligible Title 300 location will require 120 consecutive days worked at a location included in Tables 1 or 2 to be eligible for the hourly wage premium.

### **Oversight Committee**

The Company and Union shall each appoint three members to be part of an Oversight Committee. The Oversight Committee will attempt to resolve any issues that may arise regarding this Letter of Agreement within forty-five (45) days. Issues that the Oversight Committee cannot resolve will be subject to the party's grievance procedure Subsection 102.3(a)(2) timelines will be waived for the forty-five (45) day period.

### **Expiration Provision**

This agreement shall *expire* on December 31, 2025 unless the parties agree in writing to an extension. The parties agree to meet and confer six months prior to the December 31, 2025 expiration to discuss *whether an extension to the agreement will be made*.

Mr. Bob Dean

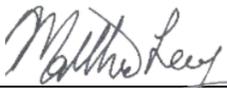
October 5, 2023  
LA R1-23-32-PGE

This proposal has been discussed with Senior Assistant Business Manager Bob Gerstle and Assistant Business Manager Roberto Balistreri.

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

Oct 5, 2023 \_\_\_\_\_, 2023

**Table 1**

Fifteen percent (15%) Hourly Wage Premium Headquarters and GC Locations

**T-200 Eligible Headquarters:**

<b>Division</b>	<b>Headquarters</b>
San Francisco	Martin Service Center 731 Schwerin Street, Daly City

**T300 Eligible locations:**

<b>Division</b>	<b>Headquarters</b>
San Francisco – GC	N/A

**Table 2**

Ten percent (10%) Hourly Wage Premium Headquarters and GC Locations

**T-200 Eligible Headquarters:**

<b>Division</b>	<b>Headquarters</b>
De Anza	Cupertino Service Center 10900 N Blaney Avenue
Peninsula	San Carlos Service Center 275 Industrial Road
East Bay	Oakland Service Center 4801 Oakport Street
Mission	Hayward Service Center 24300 Clawiter Road
<i>Mission</i>	<i>Newark Substation</i> <i>6453 Auto Mall Parkway</i>
<i>San Jose</i>	<i>Metcalf Substation</i> <i>150 Metcalf Road</i>

**T300 Eligible locations:**

<b>Division</b>	<b>Headquarters</b>
Substation Construction Hayward	N/A
Substation Construction Oakland	N/A

### **Table 3**

Eligible Classifications

<b>IBEW T200/T300</b>	<b>SAP Code</b>	<b>Classification</b>
IBEW T200	50010194	Electric Maintenance Crew Leader
IBEW T200	50010149	Electrician – Electric & Hydro
IBEW T200	50070742	Electrician – Switching
IBEW T200	50010156	Unassigned Electrician – Elec & Hydro
IBEW T200	50010196	Lead Electrical Technician
IBEW T200	50010405	Electrical Technician
IBEW T200	50010408	Unassigned Electrical Technician
IBEW T200	50010406	Apprentice Electrical Technician
IBEW T300	50010180	GC Crew Lead A – GC Station
IBEW T300	50251367	Working Leader B – GC Station
IBEW T300	50010152	Electrician – GC
IBEW T300	51758207	Lead Electrical Technician - GC
IBEW T300	50010395	Electrical Technician – GC
IBEW T300	50010396	Apprentice Electrical Technician - GC