



# LETTER AGREEMENT NO. 23-36-PGE



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

November 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:

The Company and Union agreed in Letter Agreement R1-19-17-PGE to a twenty-two percent (22%) hourly wage premium for employees who are regularly headquartered at specified headquarters or locations and in specified classifications. Letter Agreement R1-19-17-PGE is set to expire on December 31, 2023, unless the parties agree in writing to an extension. The parties have met regarding an extension and agree that challenges still exist in the retention and attraction of specific classifications within the Division Electric Transmission and Distribution, Job Definition and Line of Progression (JDLOP, LA-19-03-PGE) and General Construction Line Department, Job Definition and Line of Progression (JDLOP, 19-30-PGE) headquartered within an identified geography.

Based on continuing challenges, the parties agreed to the following:

Employees who are regularly headquartered at specified headquarters or locations and in the specified classifications, as set forth below, are eligible to receive a twenty-two percent (22%) hourly wage premium.

The regular headquarters of specified classifications are listed on Attachment 1.

For the purposes of this agreement, Title 300 regular headquarters will be as follows:

- The current location where the employee was hired, placed, or bid in accordance with Section 305.7, or 305.5(c); and,
- Within the specified locations included in Attachment 1; and,
- Not provided the expense allowances pursuant to Section 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 T300 location to an eligible T300 location will require 120 days worked at a location included in Attachment 1 to be eligible for the premium.

Specified Classifications (must also be hired, placed, or bid at a regular headquarters listed on Attachment 1)

<b>IBEW T200/T300</b>	<b>SAP Code</b>	<b>Classification<sup>1</sup></b>
IBEW T200	50010199	Cable Crew Leader
IBEW T200	50010375	Cable Splicer
IBEW T200	50010091	Underground Troubleshooter
IBEW T200	50010227	Compliance Inspector
IBEW T200	50010228	Compliance Inspector - Underground
IBEW T200	51574842	Distribution Line Technician
IBEW T200	50010191	Electric Crew Leader
IBEW T200	50010244	Line Worker
IBEW T200	50315043	M&C Coordinator - Electric*
IBEW T200	52489846	M&C Coordinator – Electric Transmission*
IBEW T200	50010184	Night Cable Crew Leader
IBEW T200	50010378	Night Cable Splicer
IBEW T200	50010381	Transmission Underground Troubleshooter
IBEW T200	50010431	Transmission Troubleshooter
IBEW T200	50010432	Troubleshooter
IBEW T200	50010380	Unassigned Cable Splicer
IBEW T200	50010246	Unassigned Line Worker
IBEW T200	50010188	Underground Constr Crew Leader - Electric
IBEW T200	50010234	Underground Constr Journey Worker - Elec
IBEW T200	50010193	Electric Crew Leader - Transmission
IBEW T200	50010241	Line Worker - Transmission
IBEW T300	50010377	Cable Splicer - GC
IBEW T300	52748619	Lead Contractor Inspector - GC
IBEW T300	50010178	GC Crew Leader A - Underground
IBEW T300	50010247	Line Worker - GC
IBEW T300	50010179	GC Crew Leader A - Overhead

\*Must be a journeyman to be eligible for the premium

Incumbent eligible employees (as of December 31, 2023) must accumulate at least twenty-four (24) months (4,160 straight-time hours) of participation in the 22% premium program before the 22% increase will be included in “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. Pursuant to LA 21-40, Lead Contractor Inspector-GC employees will not have the 22% hourly wage premium 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.

Effective January 1, 2024, all future employees who are hired, assigned, placed, or bid into one of the specified classifications listed above and who report to a specified headquarters or location listed in Attachment 1 will not have the 22% hourly wage premium 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.

<sup>1</sup>Multipile classifications have been renamed to reflect gender neutral job titles, however the renaming has not yet been incorporated in all agreements. All references to gender neutral job titles are inclusive of the former non-gender neutral job titles.

The intent of the premium is to incentivize eligible employees to be regularly headquartered at the locations listed in Attachment 1. Employees assigned to provide temporary support at those specified headquarters/locations are not eligible to receive the premium. Employees on an upgrade from a specified classification or upgraded as a subject matter expert from a specified base classification and who are regularly assigned to a specified headquarters listed in Attachment 1, are eligible to receive the premium.

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.

In addition to the locations listed in Attachment 1, Journeymen in specified classifications listed above assigned to a day shift (excluding employees assigned to Service Crews) in the Electric Transmission & Distribution Line of Progression assigned to the Livermore headquarters shall be eligible (excluding temporary assignments) to receive a 10% hourly wage premium, effective January 1, 2024. This premium shall expire on December 31, 2025 unless the parties agree in writing to an extension. The 10% hourly wage premium 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. Eligible Livermore incumbents on an upgrade from a specified classification or upgraded as a subject matter expert from a specified base classification, are eligible to receive the 10% premium until the December 31, 2025 expiration date.

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.

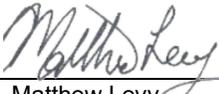
This Letter Agreement cancels and supersedes LA R1-19-17-PGE.

This Agreement 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

11/28/2023, 2023

By:   
Bob Dean  
Business Manager

<sup>1</sup>Multpile classifications have been renamed to reflect gender neutral job titles, however the renaming has not yet been incorporated in all agreements. All references to gender neutral job titles are inclusive of the former non-gender neutral job titles.

T-200 Eligible Headquarters:

<b>Division</b>	<b>Headquarters (Service Yard)</b>
East Bay	Oakport Service Center
East Bay	Richmond Service Center
<i>East Bay</i>	<i>Emeryville (DLT classifications)</i>
Mission	Fremont Service Center
Mission	Hayward Service Center

T300 Eligible Locations:

Promo-Demo 7	N/A
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