



LETTER AGREEMENT NO. 23-37-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

December 12, 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:

PG&E and IBEW Local 1245 met in 2023 to discuss the performance of Task Performance Evaluations (TPE) for Nuclear Operators. Administration of TPE's are included in the job duties of the Nuclear Operator 9 and the Work Control Leads. As a result of current staffing, the Company proposed allowing TPE qualified Operators to perform TPE's. The TPE's will be administered by qualified DCPD Operators on a shift basis and assignments will be based on staffing and operational needs.

In order to incentivize Operators to obtain and maintain TPE qualifications as well as administer the TPE's, the parties agree to the following incentive payments:

Qualified Nuclear Operator 7, Nuclear Operator 8 and Reactor Operator's will receive a flat amount of 1.434 times the Sunday Third Shift Premium for each TPE administered. The flat rate amount is currently \$15 as of the signing of this agreement; however, will increase with any future negotiated annual GWI.

The payment will be based on the number of Shift Foreman (SFM) approved TPE's identified on the TPE Tracking and Authorization Form. Performance of TPEs will be assigned by the SFM to available TPE qualified Operators based on the availability and operational needs of the shift. Absent documented work performance or conduct issues, the Company will allow all NO 7, NO 8 and RO's to obtain and maintain the TPE qualification.

These payments will be excluded from 401(k) and pension (both traditional and cash balance) eligible earnings, therefore will not be considered for purposes of calculating an employee's pension.

This incentive payment will be effective July 1, 2023 and, when timely inputted into the payroll system (currently Workforce), will be paid in the payroll period earned. Until such time as a payroll code is available for input on regular time cards, the Company will manually track TPE's and will pay on a bi-weekly basis. Any TPE's performed after July 1, 2023 will be paid in retro in the first pay period after the signing of this agreement.

Should an error occur in the administration of TPE incentive pay, any TPE approved by a SFM will be considered approved, final and binding. In the event an error is discovered that resulted in the overpayment of an employee, the remedy will be limited to a requirement for the employee to repay the overpayment; however, Positive Discipline, Demotion, Access Revocation, or any other adverse employment action will not be taken for any future TPE incentive approved by a SFM.

NO 9 and Work Control Leads are not eligible for this incentive pay, and nothing in this letter agreement is intended to change the ability of the Company to require NO 9 and Work Control Leads to administer TPE's.

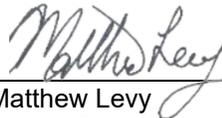
This proposal has been discussed with Business Representative David Sparks.

Either party may cancel this agreement by providing the other party with 30 days written notice of cancellation.

If you agree, please so indicate in the space provided below and return one executed copy of this letter to the Company.

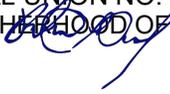
Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Matthew Levy
Senior Director

The Union is in agreement.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICALWORKERS, AFL-CIO


By: _____
Bob Dean
Business Manager

Dec 16, 2023 2023