



# LETTER AGREEMENT NO. 24-05-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

February 2, 2024

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 met to discuss the challenges of retaining and attracting Troubleshooter's within specific headquarters. This agreement addresses critical staffing levels within specific headquarters and Company efforts to attract and retain employees into the Troubleshooter classification. Based on these discussions, the parties have agreed to the following:

### **Non-Pensionable Hourly Wage Premium:**

Effective February 25, 2024, Troubleshooter's (SAP Code 50010432) who are regularly headquartered at eligible headquarters listed in the Table below will be eligible to receive a fifteen percent (15%) hourly wage premium.

The 15% 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.

### **Bid Lock:**

All future employees who are hired, assigned, placed, or bid (on or after February 25, 2024) into a Troubleshooter classification at a headquarters listed in the Table below will be subject to a "bid lock" for three (3) years.

### **Incumbent Employee Voluntary Option**

Current incumbent employees (as of February 24, 2024) in a Troubleshooter classification regularly headquartered at an eligible headquarters listed in the Table below will be 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 accept the hourly wage premium will be bid locked in their existing headquarters for three (3) years.

**Eligible Headquarters:**

Division	Headquarters
Diablo	Antioch Service Center 2111 Hillcrest Avenue
Diablo	Concord Service Center 1030 Detroit Avenue
Mission*	Livermore Service Center* 3797 1st Street
North Bay	San Rafael Service Center 1220 Anderson Drive
Central Coast	Santa Cruz Service Center 615 7th Avenue

\*Troubleshooters headquartered at the Livermore Service Center will not be eligible for the 10% non-pensionable hourly wage premium included in LA 23-36 while receiving the 15% non-pensionable hourly wage premium included in this agreement.

**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**

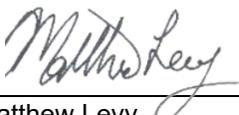
This agreement shall expire on December 31, 2025 unless the parties agree in writing to an extension. The parties agree to meet and confer six months prior to the December 31, 2025 expiration to discuss whether an extension to the agreement will be made.

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

Feb 2, 2024 \_\_\_\_\_, 2024