



# LETTER AGREEMENT NO. 24-17-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

May 16, 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:

PG&E and IBEW Local 1245 met to review the need for a short-term pilot agreement to address temporary housing at the Helms Headquarters. This pilot agreement will cover employees who are accepting employment with PG&E to the Helms Headquarters. This pilot agreement will begin on date signed and expire at such time as a permanent agreement is reached covering the Helms employment conditions, or on 12-31-24, whichever is sooner. When one of the 24 permanent company houses reserved for resident employees is not available, the newly hired employee(s) will be offered the following temporary room and boarding conditions beginning on their first day of employment.

1. Two (2) adjoining rooms including the connecting bathroom in the Guest Houses at HQ, will be designated to constitute a single transitional guest house for the employee. The Guest houses will continue to receive weekly housekeeping services.
  - a. This combination provides a single bathroom for the exclusive use of the employee.
  - b. The two adjoining Rooms will be furnished as follows.
    - i. One room will contain a bed, TV, armoire, desk, nightstand, phone and wi-fi.
    - ii. One room will be reconfigured as a sitting room and will have couch, TV, Keurig, microwave, and a regular sized refrigerator/freezer appliance.
2. The employee will have access to the washer and dryer and kitchen in the HQ Recreation Room.
3. In addition:
  - a. Kitchen staff will prepare breakfast and dinner Monday through Thursday for employees in Temp housing. On other days when kitchen staff is on duty (i.e., on days in which crews are scheduled for POT and kitchen staff is providing meals. Employees in Temp housing may receive these meals as well.)
  - b. Kitchen staff will provide food for the employee in temporary housing Monday through Thursday to pack a lunch. On other days when kitchen staff is on duty (i.e., on days in which crews are scheduled for POT and kitchen staff is providing meals) employees in temporary housing may receive these meals.)
  - c. Kitchen staff will prepare 3 meals a day on the regular workdays of employees in temp housing who are on shift and require meals outside the normal M-Th 3 meal schedule of breakfast, lunch, and dinner.

NOTE: For all of the three scenarios (3.a, b, c), no other contractual payments for meal replacements will be paid when meals are available except for the flat rate described in Section 4. Nothing in this section waives the terms of Title 104.

4. Employees will be responsible for their own for meals for all meals outside of the prementioned times and on those days in which the employee chooses not to eat in the cookhouse.
  - a. Employees will be provided a flat rate of \$288.46 per week for each full or partial week they are in temporary

housing as compensation for incidental meals and expenses with payments retroactive to 02/07/24. The payment will be subject to the employee's normal payroll taxes. This compensation is 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.

- b. This weekly flat rate payment will end on the first Monday following the date that one of the 24 permanent houses is made available to the employee.

5. Before accepting a position of employment (bid or URA) at Helms and placement into temporary housing, this agreement will be reviewed and signed by the employee and employer to ensure the temporary conditions they are agreeing to are understood. No bid or offer of employment will be final until the agreement is reviewed and signed by the employee. In addition, all employees will be required to sign an acknowledgment that housing rules apply to activities in the communal living facility.

6. Employees are expected to lodge in temporary housing during their regularly scheduled workweek but aren't required to on their RDO's.

7. A temporary housing oversight committee (2 Union, 2 Company) will meet once per month and/or as needed should there be an emergent issue (either side may request) to ensure this agreement is being followed, The grievance process will be placed on hold during this process and if the committee cannot agree on a resolution, the grievance process may be enacted, and the Union would have 30 days to file a grievance if need be.

As additional permanent company housing is completed, or otherwise becomes available, a company house will be provided to the employees that are utilizing temporary housing. Permanent Company houses will be offered to the employees based on their physical report date to Helms. No other temporary housing arrangements will be allowed outside this agreement. Employees may not remain in temporary housing once permanent company housing has been offered.

If you are in accord with the foregoing and agree thereto, 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

May 17, 2024 \_\_\_\_\_, 2024