



**Pacific Gas and
Electric Company™**

LETTER AGREEMENT

LA 24-34-PGE

IBEW



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

MATTHEW LEVY
SENIOR DIRECTOR

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

BOB DEAN
BUSINESS MANAGER

November 14, 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 parties have met to discuss updates to the alternative 9/80 work schedule agreement pursuant to Subsections 202.16(b), 302.3, 302.7(e)(2), 10.7(b), and 10.9 of the Physical and Clerical Agreements. This letter agreement cancels and supersedes Letter Agreement 93-97.

1. Establishment of Schedules by Local Agreement

(a) Shift schedules for specific locations will be established through local letters of agreement, to be signed by Union's local Business Representative and Company's local Labor Relations Specialist. Each local agreement will include the following information:

- Location and department involved.
- Covered classifications.
- Schedules shall be identified in the Local Letter Agreement with the defined workweek and scheduled start times. Work schedules shall be in accordance with Schedules 1, 2, 3, or 4, or any combination of the four schedules for a workgroup as defined in Attachment 1 of this agreement. In situations where a combination of two or more of the work schedules are utilized across a workgroup, each employee will be assigned to one of the set schedules and associated defined workweek and may not switch between schedules except in accordance with Section 2(b & c) of this agreement.
- Schedules as defined in attachment 1 must be adhered to including: The scheduled work hours, the defined workweek, the established 8 hour workday and RDO, and any transitional requirements as outlined under each of the four schedules in Attachment 1.
- Shall include a meal period of at least one-half hour and define whether the meal period is paid or unpaid.
- Shall include a minimum of 30-day cancellation clause.

- (b) The number of employees working at a location shall not be reduced due to the establishment of a 9/80 schedule unless otherwise agreed to by the Union.
- (c) Any new local agreement not conforming to the guidelines in 1(a) and 1(b) above will be considered invalid with the affected employees to be returned to a 5/8 schedule and a Sunday at 12:00 a.m. to Saturday 11:59 p.m. workweek.

2. Schedules

The 9/80 schedule is based on a two-workweek cycle as defined by Schedule 1, 2, 3, or 4 outlined in Attachment 1 of this agreement.

- a) The regular seven-day workweek for employees on a 9/80 schedule shall begin at the start of the fifth (5th) hour of the eight hour assigned workday and the RDO assigned workday and shall end at the conclusion of the 4th hour of the 8 hour assigned workday and the RDO assigned workday.
- b) All schedules shall be static and the RDO and the 8 hour assigned workday must occur on the same day every other week. Neither the RDO or 8 hour workday may be switched or rotated during the two-week pay cycle. Should it be necessary to change an employee's assigned work schedule from one of the defined work schedules to another, the change must occur at the start of a new two-week pay cycle and shall be intended to be the employee's new 9/80 work schedule going forward.
- c) Newly implemented work schedules must begin at the start of a new two-week pay cycle.
- d) Hourly employees must turn in a timecard on the employee's RDO using an "X" in the hour column with "Regular Day Off" in the description column. Any overtime worked on the RDO shall be documented appropriately.

3. Meals

On nine-hour scheduled workdays, the regular meal period will normally be four and one-half hours after start of the scheduled shift. However, consistent with Section 202.4, and 302.5 the regular meal period of employees covered under the Physical CBA, may be advanced or delayed up to one-half hour, with supervisor approval, without the payment of overtime.

On the eight-hour scheduled workday, the meal period will normally be taken immediately after the first four hours worked. Consistent with 202.4 and 302.5, the regular meal period for employees covered under the Physical CBA may be advanced or delayed one hour or less, with supervisor approval, without the payment of overtime.

4. Overtime Meals

Overtime meals shall be in accordance with Title 104 and 16. For 9-hour days, an employee who works more than one half hour beyond their normally scheduled 9-hour work period will be entitled to an overtime meal provided they worked more than five hours since the last meal.

5. Overtime

- (a) No overtime will be paid for hours worked during regularly scheduled hours on regularly scheduled workdays. In all other instances, overtime will be paid at appropriate rate.
- (b) General: Overtime will be paid in accordance with the provisions of Section 208.1, 208.2, 308.1, 308.2, 12.1 and 12.2, except that for purposes of this agreement, Item (b) under 208.1, 308.1, and 12.1 shall be revised as follows: (b) time worked in excess of regular scheduled hours on a regularly scheduled workday.

6. Daily Upgrades

The normal practice shall prevail on all days except the employees' RDOs. On the employees' RDOs, upgrades will be made among all personnel working the same hours on that day.

7. Holidays

Eight hours' holiday pay will be paid for Company holidays as outlined below. Employees may choose to use 1 hour of paid vacation when a nine-hour day falls on a holiday, or the employee may choose to take 1 hour of Time off with Permission without Pay. The provisions of Sections 103.6 and 14.6 shall apply to holidays on an employee's non-workday.

New Year's Day	(January 1)
Martin Luther King, Jr. Day	(Third Monday in January)
Washington's Birthday	(Third Monday in February)
Memorial Day	(Last Monday in May)
Juneteenth	(June 19)
Independence Day	(July 4)
Labor Day	(First Monday in September)
Veteran's Day	(November 11)
Thanksgiving Day	(Fourth Thursday in November)
Friday after Thanksgiving	(Fourth Friday in November)
Christmas Day	(December 25)
Floating Holiday (3)	

8. Disciplinary Layoffs

Under Positive Discipline, the Company will provide either paid nine-hour or eight-hour Decision Making Leaves depending on the individual's schedule.

9. Inclement Weather

Where appropriate in Section 303.2 and 303.3, four-and-a-half hours shall be substituted for four hours, and nine hours for eight.

10. Training Classes

Employees attending a training class shall be paid eight- or nine-hours in accordance with their normally scheduled workday as applicable. Employees who are scheduled to attend training on their RDO, or who work outside their normally scheduled shift during training, shall be paid overtime for their hours worked as outlined in Titles 208, 308 and 12 as applicable. Supervisors are strongly encouraged to schedule training on days other than an employee's RDO whenever possible. Overtime for an employee's RDO to attend training shall not be counted as overtime hours worked for the purposes of pre-arranged annual overtime equalization.

11. Cancellation

Either the Union or Company reserves the right to return to eight-hour shift schedules by giving a minimum of 30 days written notice at the local level and the work group will return to a 5/8 schedule at the beginning of a new two-week pay cycle.

Mr. Bob Dean

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November 14, 2024
LA 24-34 PGE

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 

Nov 15, 2024
_____, 2024

By: 
Bob Dean
Business Manager

09/80 Work Schedules

REQUIREMENTS for ALL 9/80 Schedules:																
> New 9/80 Schedules MUST begin at the start of new two-week Payroll Cycle.																
> RDO and 8 Hour workdays MUST occur on a Monday or Friday ONLY, and MUST NOT be moved or exchanged with any other workday in the two-week pay cycle.																
> Note: Schedules 2 and 4 have special scheduling requirements during transitions from a non-9/80 schedule to a 9/80 schedule OR from a 9/80 schedule to a non-9/80 schedule. Affected schedules are noted under SCHEDULE TRANSITIONS following each schedule example.																
> Schedule start times that are outside of the below examples (e.g. Swing or Graveyard) can be established utilizing the same Split Week concept defined below.																
> Split Day - Defines beginning and end of 9/80 workweek and occurs on a Monday or Friday depending on the scheduled implemented as defined below.																
>> Note: Employees will continue to document their time worked on a Split Day as 8 hours, 9 hours or RDO as scheduled for that work day on their timecards.																

WORK SCHEDULE 1: Week 1 starts with a Friday Regular Day Off (RDO)		Two Week Pay Cycle															>>>TRANSITION TO NON-9/80 SCHEDULE>>>
		Week 1							Week 2							LAST DAY OF 9/80 SCHEDULE	
Scheduled Shift Start Time Examples:	Defined Static Work Week Start & End Times	SPLIT DAY FRIDAY	SAT	SUN	MON	TUE	WED	THUR	SPLIT DAY FRIDAY	SAT	SUN	MON	TUE	WED	THUR	FRIDAY	
6:00 AM	FRIDAY - 10:00 AM to FRIDAY 09:59 AM	(<-) RDO (>)	NWD	NWD	9	9	9	9	(<- 4) 8 (4 >)	NWD	NWD	9	9	9	9	<- RDO	
6:30 AM	FRIDAY - 10:30 AM to FRIDAY 10:29 AM	(<-) RDO (>)	NWD	NWD	9	9	9	9	(<- 4) 8 (4 >)	NWD	NWD	9	9	9	9	<- RDO	
7:00 AM	FRIDAY - 11:00 AM to FRIDAY 10:59 AM	(<-) RDO (>)	NWD	NWD	9	9	9	9	(<- 4) 8 (4 >)	NWD	NWD	9	9	9	9	<- RDO	
7:30 AM	FRIDAY - 11:30 AM to FRIDAY 11:29 AM	(<-) RDO (>)	NWD	NWD	9	9	9	9	(<- 4) 8 (4 >)	NWD	NWD	9	9	9	9	<- RDO	
8:00 AM	FRIDAY - 12:00 PM to FRIDAY 11:59 AM	(<-) RDO (>)	NWD	NWD	9	9	9	9	(<- 4) 8 (4 >)	NWD	NWD	9	9	9	9	<- RDO	
8:30 AM	FRIDAY - 12:30 PM to FRIDAY 12:29 PM	(<-) RDO (>)	NWD	NWD	9	9	9	9	(<- 4) 8 (4 >)	NWD	NWD	9	9	9	9	<- RDO	

SCHEDULE TRANSITION - First week of transition ONLY:

- 1) From a non-9/80 schedule to a 9/80 schedule: No additional scheduled straight-time hours are required for the first week of this 9/80 schedule = 40 hours per week/Total 80 Hours for Pay Cycle
- 2) From a 9/80 schedule to a non-9/80 schedule: No overtime pay is required for the last week of this 9/80 schedule = 40 hours per week/Total 80 Hours for Pay Cycle

WORK SCHEDULE 2: Week 1 starts with a Friday 8 Hour Workday		Two Week Pay Cycle															>>>TRANSITION TO NON-9/80 SCHEDULE>>>
		Week 1							Week 2							LAST DAY OF 9/80 SCHEDULE	
Scheduled Shift Start Time Examples:	Defined Static Work Week Start & End Times	SPLIT DAY FRIDAY	SAT	SUN	MON	TUE	WED	THUR	SPLIT DAY FRIDAY	SAT	SUN	MON	TUE	WED	THUR	FRIDAY	
6:00 AM	FRIDAY - 10:00 AM to FRIDAY 09:59 AM	(<- 4) 8 (4 >) (- 4)	NWD	NWD	9	9	9	9	(+ 4) (<-) RDO (>)	NWD	NWD	9	9	9	9	<- 4/(+4)=8 hrs (= 44 hours worked week 2)	
6:30 AM	FRIDAY - 10:30 AM to FRIDAY 10:29 AM	(<- 4) 8 (4 >) (- 4)	NWD	NWD	9	9	9	9	(+ 4) (<-) RDO (>)	NWD	NWD	9	9	9	9	<- 4/(+4)=8 hrs (= 44 hours worked week 2)	
7:00 AM	FRIDAY - 11:00 AM to FRIDAY 10:59 AM	(<- 4) 8 (4 >) (- 4)	NWD	NWD	9	9	9	9	(+ 4) (<-) RDO (>)	NWD	NWD	9	9	9	9	<- 4/(+4)=8 hrs (= 44 hours worked week 2)	
7:30 AM	FRIDAY - 11:30 AM to FRIDAY 11:29 AM	(<- 4) 8 (4 >) (- 4)	NWD	NWD	9	9	9	9	(+ 4) (<-) RDO (>)	NWD	NWD	9	9	9	9	<- 4/(+4)=8 hrs (= 44 hours worked week 2)	
8:00 AM	FRIDAY - 12:00 PM to FRIDAY 11:59 AM	(<- 4) 8 (4 >) (- 4)	NWD	NWD	9	9	9	9	(+ 4) (<-) RDO (>)	NWD	NWD	9	9	9	9	<- 4/(+4)=8 hrs (= 44 hours worked week 2)	
8:30 AM	FRIDAY - 12:30 PM to FRIDAY 12:29 PM	(<- 4) 8 (4 >) (- 4)	NWD	NWD	9	9	9	9	(+ 4) (<-) RDO (>)	NWD	NWD	9	9	9	9	<- 4/(+4)=8 hrs (= 44 hours worked week 2)	

SCHEDULE TRANSITION - First week of transition ONLY:

- 1) From a non-9/80 schedule to a 9/80 schedule: When transitioning from a non-9/80 work schedule to 9/80 Work Schedule 2, the workweek is short (- 4) hours of straight-time in the first week of transition to the 9/80 schedule only. To ensure employee(s) are afforded a total of 40 scheduled straight-time hours in the first week of this schedule transition, employees shall be allowed, at their option, to work (+ 4) hours of straight-time on their Friday RDO. The (+ 4) hours must be worked in the first half of the workday, starting at the beginning of the employee's normal shift due to the split day/defined workweek. Employees may voluntarily decline to work the additional (+ 4) hours, resulting in a total scheduled work week of 36 straight-time hours during the first week of the new 9/80 work schedule.
- 2) From a 9/80 schedule to a non-9/80 schedule: When transitioning from this 9/80 work schedule to a non-9/80 work schedule, all 8 straight-time hours worked on the final Friday of the 9/80 schedule shall be applied to the second week of the 9/80 schedule in the pay cycle, resulting in 44 hours of scheduled straight-time in that work week prior to transitioning to a non-9/80 schedule. The additional (+4) hours shall be recorded and paid as pre-arranged overtime (Note : The 4 hours of overtime shall not be included in overtime tracking for annual equalization of pre-arranged overtime)

WORK SCHEDULE 3: Week 1 starts with a Monday Regular Day Off (RDO)		Two Week Pay Cycle															>>>TRANSITION TO NON-9/80 SCHEDULE>>>
		Week 1							Week 2							LAST DAY OF 9/80 SCHEDULE	
Scheduled Shift Start Time Examples:	Defined Static Work Week Start & End Times	SPLIT DAY FRIDAY	SAT	SUN	MON	TUE	WED	THUR	SPLIT DAY FRIDAY	SAT	SUN	MON	TUE	WED	THUR	FRIDAY	

Scheduled Shift Start Time Examples:	Defined Static Work Week Start & End Times	SPLIT DAY MONDAY		TUES	WED	THUR	FRI	SAT	SUN	SPLIT DAY MONDAY		TUES	WED	THUR	FRI	SAT	SUN	START OF NEW NON-9/80 SCHEDULE MONDAY											
6:00 AM	MONDAY - 10:00 AM to MONDAY 09:59 AM	(-->) RDO	(-->)	9	9	9	9	NWD	NWD	(--> 4) 8 (4 -->)	9	9	9	9	NWD	NWD	8 (-->)												
6:30 AM	MONDAY - 10:30 AM to MONDAY 10:29 AM	(-->) RDO	(-->)	9	9	9	9	NWD	NWD	(--> 4) 8 (4 -->)	9	9	9	9	NWD	NWD	8 (-->)												
7:00 AM	MONDAY - 11:00 AM to MONDAY 10:59 AM	(-->) RDO	(-->)	9	9	9	9	NWD	NWD	(--> 4) 8 (4 -->)	9	9	9	9	NWD	NWD	8 (-->)												
7:30 AM	MONDAY - 11:30 AM to MONDAY 11:29 AM	(-->) RDO	(-->)	9	9	9	9	NWD	NWD	(--> 4) 8 (4 -->)	9	9	9	9	NWD	NWD	8 (-->)												
8:00 AM	MONDAY - 12:00 PM to MONDAY 11:59 AM	(-->) RDO	(-->)	9	9	9	9	NWD	NWD	(--> 4) 8 (4 -->)	9	9	9	9	NWD	NWD	8 (-->)												
8:30 AM	MONDAY - 12:30 PM to MONDAY 12:29 PM	(-->) RDO	(-->)	9	9	9	9	NWD	NWD	(--> 4) 8 (4 -->)	9	9	9	9	NWD	NWD	8 (-->)												

WORK SCHEDULE 4: Week 1 starts with a Monday 8 Hour Workday		Two Week Pay Cycle														>>>TRANSITION TO NON-9/80 SCHEDULE>>>	
		Week 1							Week 2								
Scheduled Shift	Defined Static Work Week Start & End Times	SPLIT DAY MONDAY	TUES	WED	THUR	FRI	SAT	SUN	SPLIT DAY MONDAY	TUES	WED	THUR	FRI	SAT	SUN	START OF NEW NON-9/80 SCHEDULE MONDAY	
6:00 AM	MONDAY - 10:00 AM to MONDAY 09:59 AM	(++ 4) (<-- 4) 8 (4 -->)	9	9	9	9	NWD	NWD	(-->) RDO (>) (- 4) (+ 4)	9	9	9	9	NWD	NWD	8 (--)	
6:30 AM	MONDAY - 10:30 AM to MONDAY 10:29 AM	(++ 4) (<-- 4) 8 (4 -->)	9	9	9	9	NWD	NWD	(-->) RDO (>) (- 4) (+ 4)	9	9	9	9	NWD	NWD	8 (--)	
7:00 AM	MONDAY - 11:00 AM to MONDAY 10:59 AM	(++ 4) (<-- 4) 8 (4 -->)	9	9	9	9	NWD	NWD	(-->) RDO (>) (- 4) (+ 4)	9	9	9	9	NWD	NWD	8 (--)	
7:30 AM	MONDAY- 11:30 AM to MONDAY 11:29 AM	(++ 4) (<-- 4) 8 (4 -->)	9	9	9	9	NWD	NWD	(-->) RDO (>) (- 4) (+ 4)	9	9	9	9	NWD	NWD	8 (--)	
8:00 AM	MONDAY - 12:00 PM to MONDAY 11:59 AM	(++ 4) (<-- 4) 8 (4 -->)	9	9	9	9	NWD	NWD	(-->) RDO (>) (- 4) (+ 4)	9	9	9	9	NWD	NWD	8 (--)	
8:30 AM	MONDAY - 12:30 PM to MONDAY 12:29 PM	(++ 4) (<-- 4) 8 (4 -->)	9	9	9	9	NWD	NWD	(-->) RDO (>) (- 4) (+ 4)	9	9	9	9	NWD	NWD	8 (--)	