



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 17-36-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
375 N. WIGET LANE  
SUITE 130  
WALNUT CREEK, CA 94598  
925.974.4461

ROBERT JOGA  
SENIOR DIRECTOR

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

TOM DALZELL  
BUSINESS MANAGER

October 27, 2017

Mr. Tom Dalzell, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696

Dear Mr. Dalzell:

The Company has consolidated Electric Distribution Operations from 13 legacy Control Centers into three new Electric Distribution Control Centers (DCC's). Letters of Agreement 13-19 and 15-49 established provisions for the retention of employees headquartered in legacy Control Centers and their transition into the DCC's. Among those provisions was the opportunity for displaced employees to defer their Section 206.7 severance until the end of their specified retention period.

Due to ongoing staffing and training needs in the DCC's and the request of employees, the Company and Union met to discuss opportunities for employees to continue working beyond their current retention periods.

Company proposes to allow employees who are currently under retention agreements in the North, Central and South DCC's to voluntarily continue deferring their severance in accordance with the following:

- 1) Severances may be voluntarily deferred to no later than March 31, 2020.
- 2) Employees must commit to work until their proposed severance date which is a minimum of one year from the end of their original retention period (i.e. January 1, 2019). If employees do not continue working until their proposed severance date they will forfeit their severance.
- 3) The Company may choose to advance the severance dates of employees (who selected the severance option under LAs 13-19/15-49) within a headquarters by giving the Union no less than 60 days' notice of the new intended severance date. If the Company is not advancing the severance date for all affected employees within the headquarters, the advancement will be offered to volunteers by seniority. If there are insufficient volunteers for the advanced severance date, the Company may force the advancement by reverse seniority.
- 4) Upon expiration of the employee's current retention agreement, their bidding and transfer rights will be restored, however, they will not be entitled to their deferred severance if they bid/transfer to any position outside of the North, Central or South DCC headquarters.

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: 

Robert Joga  
Senior Director

The Union is in agreement.

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

November 20<sup>th</sup>, 2017

By: 

Tom Dalzell  
Business Manager