



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. 18-14-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

August 8, 2018

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 parties have met to discuss the workforce reduction of (1) Service Representative in the Hayward Service Center, due to an ongoing reduction of work within the Local Customer Experience (LCE) organization.

The parties have a mutual interest in minimizing disruption to employees in all lines of business and avoiding involuntary severance and therefore agree pursuant to Section 19.12 of the Clerical Agreement, Company proposes to offer the impacted employees the following options:

All Service Representative employees in the aforementioned headquarters will be given Section 19.1(a) notification upon execution of this agreement, which provides them priority bidding rights ("A" rights). At the same time, impacted employees are afforded their title 19.1 notification, they will be given a displacement option form and 14 calendar days to complete the form, indicating their voluntary preferences as follows:

1. Layoff with severance pay in accordance with Exhibit K and Section 19.7 (b).
2. A vacancy created at their headquarters through voluntary severance elected by another customer service representative if applicable.
3. A vacancy within their classification from a current list of vacancies.
4. Other entry level vacancies in the Clerical & Physical bargaining units. Employees must meet qualification requirements at the time of election.

If there are more volunteers within a section than needed the most senior employee within the Section will have priority.

In the event there are insufficient volunteers. Company and Union will meet to consider other options

including expanding the voluntary severance offer to a larger group or proceeding with the provision of Sections 19.2-19.7.

Company and Union will work together to ensure employees are fully informed and educated prior to making their decisions, and to discuss any issues that arise out of this process.

This proposal has been discussed with Senior Assistant Business Manager Joe Osterlund and Assistant Business Manager Bryan Carroll.

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

14 August, 2018

By:   
Tom Dalzell  
Business Manager