



LETTER AGREEMENT NO. 19-21-PGE



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

July 26, 2019

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:

During general negotiations for the 2011 Clerical collective bargaining agreement, the parties negotiated beginning-level Service Representative I and Service Representative I Typist classifications and included these classifications under the Exhibit A Clerical Hiring Rate Guidelines provisions. The inclusion of these classifications under the guidelines was with the expectation that the Company would realize, upon hire, an increased level of knowledge and customer contact skillset based on the individual's prior work experience. Based on the expectation of increased work performance at hire, employees could be placed at a higher progressive wage step that would normally be gained through an employee's time in position within a classification. To date, the Company has not realized an overall increase in customer contact skills, knowledge, and increased work performance as expected through utilization of the guidelines.

Based on the foregoing, the Company proposes cancelling the Exhibit A Clerical Hiring Rate Guidelines. Cancellation will be effective upon signing of this Agreement and shall be retroactive to any clerical new hires as of July 15, 2019. To further document this cancellation, the Company also proposes:

- (1) Removing, at the earliest opportunity, the Clerical Hiring Rate Guidelines from the exhibits to the parties' collective bargaining agreement.
- (2) Effective the date of signature of this Agreement, and thereafter, Pre-Review Committee Decision number 21052, dated November 24, 2013, is no longer applicable, and at the earliest opportunity, that Decision will be removed from the exhibits to the parties' collective bargaining agreement.
- (3) Review and agree on any further changes needed to the collective bargaining agreement to conform to this cancellation.

The provisions of Title 13 shall remain unchanged.

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
Matthew Levy
Director

The Union is in agreement.

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

July 26, 2019

By: Tom Dalzell
Tom Dalzell
Business Manager