



LETTER AGREEMENT NO. 20-12-PGE



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

March 13, 2020

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:

This letter confirms the Company's understanding of the proposed contract extensions of the IBEW and PG&E Physical Agreement, the IBEW and PG&E Clerical Agreement and the Medical, Dental, Vision Agreement, and Benefits Agreement ("Benefits Agreements"). Subject to Bankruptcy Court approval of the Company Plan of Reorganization, the terms of these agreements will each be extended for an additional four years (previously extended pursuant to LA-18-09) with a new expiration date of December 31, 2025.

In conjunction with this extension, the parties have agreed to a general wage increase ("GWI") of 3.75% for each of the extension years. The 3.75% GWI will be applied on January 1, 2022, January 1, 2023, January 1, 2024, and January 1, 2025.

The Company will maintain the existing medical benefits (includes: Health Reimbursement Account (HRA) medical plan and deductibles, employee out of pocket maximums, and medical insurance copayments) in effect as of January 1, 2020 through December 31, 2025, in accordance with the extension of the Benefits Agreement. The company further agrees to freeze and maintain the January 1, 2020 dollar amount that employees are contributing towards medical insurance premiums through December 31, 2025.

Except for cause, the Company agrees that it will not involuntarily lay off employees covered by the IBEW Physical or IBEW Clerical Agreements, unless agreed to by IBEW, for the duration of the extension, December 31, 2025.

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

_____ March 16th , 2020

By:  _____
Tom Dalzell
Business Manager