



# LETTER AGREEMENT LA 20-18-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 23, 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:

The State of California has declared a State of Emergency in response to the COVID-19 virus. In addition to the implementation of State and local orders to remain at home or to shelter in place, the Company is taking several steps to help prevent the transmission of the virus, including having employees self-quarantine in accordance with Centers for Disease Control and Prevention (CDC) Guidelines, practice social distancing and where feasible, to work remotely.

The Company is committed to the health and safety of our employees and providing safe and reliable electric and gas service to our customers.

In recognition of the dedication and response of our employees and in conjunction with Company-Union discussions on this issue, the Company and Union have agreed to modify the provisions governing the overtime rate of pay for represented exempt (also called monthly paid) classifications. Once eligible for overtime, exempt employees will receive .5 x's (1/2 times) greater than their normal overtime rate

The definition of time worked eligible for overtime under the IBEW Agreement shall be modified such that employees must have actual time worked at a PG&E Facility or in the field of at least the required number of hours to be eligible for additional overtime pay. (Note: Actual work time does not include any non-productive time such as sick, leave of absence for any reason, vacation or time off with or without pay.) To be clear, the first hour of overtime will still be not be paid. Employees on a regular 8-hour schedule working more than 9 hours of actual work time at a PG&E facility or in the field will be eligible for the higher pay rate; employees on a regular 9-hour schedule must work more than 10 hours of actual work time at a PG&E facility or in the field to be eligible, etc.

The above provisions are effective at 12:01 a.m. on March 23, 2020 and expiring at 11:59 p.m. on April 21, 2020. This agreement may be extended by mutual agreement between the parties.

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 23, 2020

By:  \_\_\_\_\_

Tom Dalzell  
Business Manager