



LETTER AGREEMENT LA 20-19-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 24, 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 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, 15-49 and 17-36 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 and Central DCC's to voluntarily continue deferring their severance in accordance with the following:

- 1) Severances may be voluntarily deferred to no later than January 31, 2021.
- 2) Employees must commit to work until their proposed severance date which is a minimum of six months from the end of their original retention period (i.e. March 31, 2020). If employees do not continue their employment 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 13-19/15-49/17-36) within a headquarters by giving the Union no less than 90 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) Employees 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 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 25th , 2020

By:  _____

Tom Dalzell
Business Manager