



# LETTER AGREEMENT NO. 20-24-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
375 N. WIGET LANE  
SUITE 130  
WALNUT CREEK, CA 94598  
925.974.4401  
MATT 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

April 7, 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:

Due to it becoming increasingly difficult for the Company to staff and properly maintain qualified personnel within the Troubleman (50010432) classification at the San Rafael Service Center, the parties discussed and agreed upon the following:

1. Troubleman who are regularly headquartered at the San Rafael Service Center shall receive a temporary ten percent (10%) hourly wage premium, effective May 4, 2020.\*

\*Current Troubleman incumbents at the San Rafael Service Center will have a thirty (30) calendar day period to exercise the option of maintaining their current wages and bidding rights, or voluntarily relinquishing their bidding rights (as described in No. 2 below) in exchange for the temporary hourly wage premium as provided for in this agreement.

2. In exchange for the temporary 10% hourly wage premium, Troubleman will not have their prebids considered for any vacancies outside of the San Rafael Service Center or Line of Progression, with exception to those classifications and headquarters included in LA-19-17-PGE and its attachment, during the term of this agreement.
  - a. Employees hired or bidding into a Troubleman (50010432) classification at the San Rafael Service Center will not have their bids considered as is described above.
  - b. Current Troubleman incumbents opting into the wage premium provided under this agreement will not have their bids considered as is described above
3. Troubleman must accumulate at least twenty-four (24) months (4,160 straight-time hours) of participation in the temporary 10% hourly wage premium at the San Rafael Service Center before the 10% increase will be included in "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan, Part III (the Cash Balance Pension) of the Retirement Plan, and 401k contributions.
4. The temporary 10% hourly wage premium will be programmed and applied as soon as administratively possible. If the premium is not available by May 4, 2020, the pay will be retroactive to May 4, 2020. The intent of the hourly wage premium is to incentivize Troubleman employees to be regularly headquartered at the San Rafael Service Center.

- 5. Employees temporarily assigned to a Troublemaker classification (50010432) at the San Rafael Service Center are eligible to receive the temporary 10% hourly wage premium only while on temporary assignment at the San Rafael Service Center.

This agreement will expire on May 31, 2022, unless the parties mutually agree to an extension in writing.

This proposal has been discussed with Bob Gerstle, Assistant Business Manager.

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

\_\_\_\_\_ April 8th, 2020

By:  \_\_\_\_\_  
Tom Dalzell  
Business Manager