



LETTER AGREEMENT No. 21-01-PGE



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

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
707.452.2700

MATTHEW LEVY
SENIOR DIRECTOR

BOB DEAN
BUSINESS MANAGER

January 7, 2021

Mr. Bob Dean, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dean:

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

As the State of California continues with the implementation of State and local orders to reduce staffing levels indoors at company facilities, to remain at home or to shelter in place, the Company continues to support these efforts by either having employees self-quarantine in accordance with Centers for Disease Control and Prevention (CDC) Guidelines, practice social distancing and where feasible, to work remotely.

Effective upon execution of this agreement, employees whose supervisor agrees that they can temporarily perform their job duties at home (including having the appropriate company equipment and internet connection) will be able to do so. This applies to regular, probationary and Hiring Hall status employees. Employees will be instructed to regularly check-in with their supervisor for direction. Supervisors retain the right to have employees return to their regular work location. Employees will also be responsible for following their department's absence and vacation notification policy, and for promptly notifying their supervisor if their contact or work location changes. Consistent with current Company policy, during the COVID 19 pandemic, eligible employees who have been approved to work remotely will be reimbursed up to \$45 for personal cell phone and up to \$35 for home internet used for Company business.

Pursuant to IBEW Physical Agreement Sections 201.13 and 301.20, IBEW Clerical Labor Agreement Section 15.10, employees should receive approval from their supervisor as to whether they can perform their job duties from home. Employees who work from home are not eligible for expenses under Physical Agreement Title 201, Title 301 or Clerical Labor Agreement Title 15. Further, employees who temporarily work from home are expected to observe the same work hours, workdays and meal periods as their regular schedule. The Company may authorize the employee to work overtime or extension of the workday.

Employees who report to work remotely under Company Policy will be eligible for overtime under Physical Agreement Titles 208 and 212, Title 308, and Clerical Agreement Title 12, provided they are scheduled to work overtime or have approval from supervision. Employees working overtime assignments remotely that are less than 2 hours will only be eligible for an In Lieu Meal Allowance of 30 minutes paid time at the applicable overtime rate at the time the meal is earned and a meal allowance payment as outlined in Section 104.10(b) or Section 16.2(b). For remote overtime assignments that are beyond 2 hours there will be an additional option of a meal reimbursement and 30 minutes at the overtime rate of pay. For employees working alternate work schedules, it is not the intent to require employees to work more than 5 hours without a meal break. The remaining provisions of Titles 104 and 16 and any applicable statutory meal periods do not apply to employees working under the above provisions.

PG&E and IBEW agree that the provisions of LA 20-13 did not continue beyond June 1, 2020. The Company will review and validate any meal reimbursement requests that are submitted for the time period covering from June 1, 2020 to the signature date of this agreement. After review and validation, the approved requests will be paid out at the earliest administratively possible date.

This Agreement is temporary in nature and may be terminated by either the Company or Union with 30 days written notice to the other party. The parties recognize that the Company's response to the COVID-19 virus will remain fluid, and that additional agreements may be reached based on the parties' collective desire to maintain the safety and health of employees and to continue to serve our customers. The parties also agree that modifications to the parties' collective bargaining agreement as a result of the COVID-19 virus are temporary in nature and are without precedent or prejudice prospectively.

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

January 8th, 2021

By:  _____
Bob Dean
Business Manager