



LETTER AGREEMENT NO. 21-08-PGE



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

February 9, 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 and the Union have been in discussions about establishing a complete list of employee subgroups who receive 24 hours of paid sick leave in their first year of employment. This agreement adds additional subgroups eligible for 24 hours of paid sick leave and cancels and supersedes Letter Agreement 15-19.

The Company proposes to provide employees represented by IBEW Local 1245 in the following employment categories (hereinafter "Employees") with twenty-four (24) hours of paid sick leave credits upon the execution of this agreement:

Regular (with less than one year of service)
Intermittent (with less than one year of service)
Probationary
Casual
Probationary Temporary Additional
Summer Hire*
Probationary Intermittent*
Outage*
Temp Additional*
Hiring Hall*

(*These employee subgroups are already receiving 24 hours of paid sick leave per calendar year. They will not receive an additional 24 hours of sick leave upon the execution of this agreement; they will retain their current balance for use throughout the remainder of the calendar year.)

Thereafter, newly hired Employees shall receive twenty-four (24) hours of paid sick leave credits upon employment.

An Employee must be employed for at least 90 cumulative days within a twelve-month period before

being able to use any paid sick leave. Paid sick leave not utilized at the end of each calendar year shall be forfeited. At the beginning of each calendar year, Employees will be awarded twenty-four (24) hours of paid sick leave credits. Employees are limited to using a maximum of twenty-four (24) hours of paid sick leave per calendar year. Paid sick leave not utilized will be forfeited upon termination of employment. Employees covered by this Letter of Agreement who transferred or rehired into a different employee subgroup will retain their existing balance of paid sick leave for use throughout the remainder of that calendar year. For example, a hiring hall employee who is hired into a Probationary position, will retain their existing paid sick leave balance; they will not receive an additional 24 hours of paid sick leave.

Employees can use this paid sick leave for themselves or family members in accordance with California law. This paid sick leave shall be recorded in fifteen (15) minute increments.

Employees may only take sick leave on those days or for those hours that an employee is asked or scheduled to work and are unable to work due to illness or non-industrial injury.

Usage and administration of this paid sick leave will be in accordance with California law.

After completing one year of service, regular employees (including intermittent employees who have attained regular status) will have their paid sick leave entitlements governed exclusively by the terms of the Physical and Clerical Collective Bargaining Agreements between PG&E and IBEW and not this Letter Agreement. The paid sick leave provided for in this Letter Agreement will not be included in any calculation of accumulated sick leave or additional sick leave entitlements under the Physical and Clerical Collective Bargaining Agreements.

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 & ELECTRIC COMPANY



By: _____
Matthew Levy
Senior Director

The Union is in agreement.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO



By: _____
Bob Dean
Business Manager

Feb 9, 2021

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