



LETTER AGREEMENT LA 21-35-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
BOB DEAN
BUSINESS MANAGER

July 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 and Union recently identified and discussed an error resulting from the implementation of LA-08-27 which impacted the wage rates for Electric Transmission and Distribution, System Operators (SOs) and Lead System Operators (LSOs), as provided for in Exhibit X. The error occurred by combining the GWI and the 3% wage increase pursuant to LA-08-27, both with an implementation date of 1/1/09, rather than processing as separate increases. Since the initial error in 2009, the parties have continued to update and approve Exhibit X. In recognition of all of the above, the parties agree to the following:

1. The Company will retroactively calculate the wage rates to process the GWI and LA-08-27 increases as separate adjustments, effective 1/1/09, for all hours worked, sick leave, Company holiday, floating holiday, vacation and time of with permission with pay paid to present incumbent SOs and LSOs and make a one-time lump sum payment to those present incumbent SOs and LSOs based upon the correction.
2. The Company will pay retirees/retiree beneficiaries, whose position at the time of retirement was SO or LSO, a one-time lump sum payment that shall be calculated based upon the average from the lump sum payments pursuant to number 1 above.
3. No other retroactive or prospective adjustments or payments, beyond the aforementioned, shall be made, including but not limited to the following: shift premiums, Sunday premium, severance payments, 401k, pension benefits, or any other entitlements.
4. The Company will correct the current wage rates for System Operators (52309231), Unassigned System Operators (52309232) and Lead System Operators (52309233) prospectively as follows:

2021 Wage Rates

| Job Title | Job Code | Current Rate | Revised Rate |
|----------------------------|----------|------------------|------------------|
| System Operator | 52309231 | \$72.13 | \$72.23 |
| Unassigned System Operator | 52309232 | \$72.13 | \$72.23 |
| Lead System Operator | 52309233 | Start \$75.46 | Start \$75.53 |
| | | End 6 mo \$77.22 | End 6 mo \$77.35 |

- 5. The Company will adjust the current wage rate for System Dispatcher (52466108) prospectively to reflect the same wage rate adjustment (the amount increased to the Lead System Operator wage rate) provided for in number 4 above as follows:

2021 Wage Rates

| Job Title | Job Code | Current Rate | Revised Rate |
|-------------------|----------|--------------|--------------|
| System Dispatcher | 52466108 | \$81.08 | \$81.22 |

- 6. Due to the significant administrative work associated with these corrections, such lump sum payments and corrections will be paid when administratively practicable.

This agreement shall be the full and final settlement regarding any claims associated with the error and is without precedent or prejudice and non-referable in any grievance or arbitration procedure not involving the terms of this agreement.

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



By: _____
Bob Dean
Business Manager

Jul 8, 2021 _____, 2021