



LETTER AGREEMENT LA 21-36-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 14, 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:

In 2020, the Company announced plans to sell the San Francisco General Office complex (SFGO) and relocate personnel headquartered at SFGO to the newly acquired Oakland facility at 300 Lakeside Drive beginning in Q1 2022 through 2023. The new Oakland facility equipment and technology requires less Facility Services building maintenance staff than are currently assigned to the SFGO complex. The Company and Union have met to discuss the direct impacts to the Facility Services building maintenance bargaining unit members in the following classifications: Critical Facility Technician, Lead Building Engineer-GO, Building Engineer-GO, and Building Engineer Technician.

In accordance with Section 206.12 of the Physical agreement, the Company proposes the following options to address impacts to the affected Facilities Services building maintenance classifications identified above:

IBEW bargaining unit members within the Corporate Real Estate Facility Services Department at the San Francisco General Office complex, as identified above, will be given Section 206.1(a) notification as soon as practicable, which affords the impacted employees priority bidding rights ("A" rights).

Due to the unique nature of the company's lease to purchase option at the 300 Lakeside Drive facility, which may determine a need for increased staffing at this location in the event that ownership of the facility is exercised in the future, the parties agree to provide preferential "A" bidding rights to the impacted Facility Services building maintenance employees to the 300 Lakeside Drive Oakland General Office headquarters.

Impacted employees shall be given a displacement option form as soon as administratively practicable upon execution of this agreement and shall be provided 14 calendar days to complete the form, indicating their voluntary preferences as follows:

1. Accept a Facility Services building maintenance position at the new Oakland General Office facility.
2. Accept a Facility Services building maintenance position at an alternate headquarters where the Company has an identified vacancy.
3. Accept an entry level vacancy within the Clerical or Physical bargaining unit in another Line of Business as identified by the Company. Employees must meet qualification requirements at the time of election.
4. Accept voluntary layoff with severance pay in accordance with Exhibit XIV and Section 206.7(b).

Following notice of displacement, impacted employees who elect to vacate their position through bid, transfer, or election of a position with a lower wage rate shall have their wages frozen in accordance with the provisions of Section 204.6(d) of the Physical agreement upon reporting to their new classification.

Impacted employee elections, as outlined in options 1 - 4 above, will be determined by Company seniority and shall be binding.

The provisions of Section 206.8 Moving Allowance shall apply to this agreement as applicable, and the reimbursement maximum allowed for moving expenses shall be \$5,000 based on submission of qualifying expenses in accordance with this section of the Physical agreement.

The Company and Union will work together to ensure employees are fully informed and educated prior to making their elections. The parties will meet and confer to address and resolve any issues that may arise related to this agreement. Report dates and severance dates will be determined by the Company based on operating need.

The parties recognize the possible need to maintain limited temporary staffing at the SFGO headquarters for approximately 1 to 2 years during the transition period to the new owners. In such circumstances, the Company will seek volunteers from those in the required classification(s) needed who elected voluntary severance, in order of seniority. The Company maintains the right to release individuals at any time based on operating needs. If the timeframe for staffing support at SFGO is extended beyond 2023, volunteers may request to be released. In such situations, the Company will work with each individual to identify a release date and provide alternative staffing options through the end of the transitional period.

This proposal has been discussed with Sr. Assistant Business Manager Anthony Brown and Business Representative Gerald Williams.

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 15, 2021

_____, 2021