



# LETTER AGREEMENT LA 21-61-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

December 22, 2021

Mr. Bob Dean, Business ManagerLocal  
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.

In recognition of the dedication and response of our employees and in conjunction with Company-Union discussions on this issue, the Company and Union have agreed to take additional steps to ensure that emergency and critical work continues while balancing social distancing considerations during this crisis through the creation of temporary Holiday stand-by provisions for work crews within Division Electric Distribution Field Operations, Electric Transmission and Substation Maintenance and Construction, and General Line Construction. The temporary Holiday stand-by provisions will:

- Provide enhanced prearranged overtime coverage to support crew availability to perform work on the electric distribution system if emergencies arise:
  - After regularly scheduled work hours on Friday, December 24, 2021 and Friday, December 31, 2021
  - On Christmas Day, Saturday, December 25, 2021 and Sunday, December 26, 2021
  - New Year's Day, Saturday, January 1, 2022 and Sunday, January 2, 2022
- Support social distancing and storm activation by not requiring employees to report to their headquarters for prearranged overtime until told to do so by a Supervisor (which may occur via utilization of ARCOS) on the specific days identified above.

### Covered Classifications

Unless otherwise provided for under the terms of this agreement, Division Electric Distribution, Transmission and Substation Maintenance and Construction, and General Line Construction crews, within the following classifications, shall be eligible to participate in this agreement:

<b>SAP Code</b>	<b>IBEW T200 and IBEW T300 Classifications</b>
50449466	Apprentice Lineman
50010191	Electric Crew Foreman
51784961	Electric Crew Foreman, Service
50010242	Electric T&D Assistant
50010323	T&D Equipment Operator
50010246	Unassigned Lineman
50010188	UG Const. Crew Foreman (Elec)
50010202	Working Foreman
50010375	Cable Splicer
50010244	Lineman
51784667	Lineman, Service
51863059	Electric Line Assistant
50010234	Underground Constr Journeyman - Elec
50010376	Appr Cable Splicer
50010199	Cable Crew Foreman
50010380	Unassigned Cable Splicer
50010082	Hiring Hall Lineman - Division - Exper
50010216	Utility Worker - Electric Maintenance
50071055	Hiring Hall Utility Worker
50010184	Night Cable Crew Foreman
50010378	Night Cable Splicer
50010243	Night Electric Transm & Dsbn Assistant
50010325	Night T&D Equipment Operator
50315043	M&C Coordinator - Electric*
50010227	Compliance Inspector
50010432	Troubleman
50010377	Cable Splicer - GC
50010178	Subforeman A - Underground
50010247	Lineman - GC
50010179	Subforeman A – Overhead
50449467	Apprentice Lineman – GC
50010223	Utility Worker – GC
50253878	Miscellaneous Equipment Operator- Not Gas
50010431	Troubleman – Transmission
50010241	Lineman – Transmission
50010260	Apprentice – Lineman Transmission
50010191	Electric Crew Foreman – Transmission
50010152	Electrician – GC
50010149	Electrician – Electric & Hydro
50070742	Electrician – Switching
50010155	Apprentice Electrician
50010157	Apprentice Electrician – GC
50010430	Towerman
50010180	Subforeman A
50010181	Subforeman B
50251367	Working Foreman B
50010194	Electric Maintenance Crew Lead

\*Must be a journeyman if used as part of a crew

### **Holiday Stand-By Provisions**

The Company will schedule prearranged overtime, consistent with Letter Agreement 16-44 as applicable to Electric T&D, at its discretion, after regularly scheduled work hours on Friday, December 24, 2021 and Friday, December 31, 2021. Further, the Company will schedule prearranged overtime, at its discretion in accordance with Title 208 of the Physical Agreement on:

- Christmas Day, Saturday December 25, 2021,
- Sunday December 26, 2021,
- New Year's Day, Saturday, January 1, 2022 and
- Sunday, January 2, 2022

On the specific days mentioned above, eligible employees who are assigned a prearranged overtime assignment will remain at home, fit for duty and ready to work; unless, at the Company's discretion there is prearranged overtime work for a crew(s) to perform.

Should an employee who accepted a prearranged overtime assignment under this agreement become sick, the employee must contact their Supervisor before the start of their prearranged overtime shift to report their unavailability for work. If sick and unavailable, employees will not be eligible to receive any prearranged overtime pay.

Should an employee who accepted a prearranged overtime assignment under this agreement become unavailable when the Company directs a crew(s) to report for prearranged overtime work, the employee must contact their Supervisor to report their unavailability. In this situation, the employee will forfeit any prearranged overtime hours they would have been eligible for if they reported for the prearranged overtime assignment.

The Company shall retain discretion to determine the number of employees on a crew.

Eligible employees who are assigned a prearranged overtime assignment will not be allowed to take home a Company Vehicle.

To be eligible for a prearranged overtime assignment under this agreement, employees must be able to report to their respective headquarters in one (1) hour or less.

This agreement will begin on Thursday, December 23, 2021 and remain in effect until Sunday, January 2, 2022 at 11:59pm. This agreement shall terminate after Sunday January 2, 2022 at 11:59pm.

This agreement is without prejudice or precedence to either party 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

December 22nd, 2021

By:   
 Bob Dean  
 Business  
 Manager