



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 22-15-PGE

IBEW



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

May 20, 2022

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 have met and discussed the issues raised in Grievances #24669, #24670, and #24703 and have agreed to resolve the above grievances as follows:

1. For those groups utilizing the ARCOS system the Company agrees to call all employees on the emergency overtime annual list (Annual List) regardless of an employee's exemption, with exception of the following:
 - a. In the case of an employee off sick during his/her regular work hours, the employee will not be called until he/she returns to work on a regular workday.
2. All future enhancements to ARCOS system functionality or processes will be discussed and approved by the ARCOS Oversight Committee.
3. In exchange for the above, IBEW will agree to a "first-come, first-serve" process for Annual List call-outs and Letter Agreements 13-88, 14-46, 16-45, 17-28, 17-29, 17-30, 17-34, 19-01, 19-35 and 21-30 will be revised as follows:
 - a. Once the weekly 212 sign-up list has been exhausted in a headquarters, the ARCOS system shall automatically call employees from the Annual 212 sign-up list for a specific classification in the headquarters utilizing "first-come, first-serve" functionality (also called "Overcall") within the ARCOS system. The "first-come, first-serve" functionality feature in the ARCOS system will call all employees on the Annual 212 sign-up list for a specific classification within a headquarters simultaneously. The first employee, or employees if more than one individual is required, to accept the "first-come, first-serve" assignment will be awarded the emergency overtime assignment(s). Once the "first-come, first-serve" functionality feature has been initiated, the ARCOS system will be programmed to wait 10 minutes before utilization of other resources.

At the Company's discretion, "first-come, first-serve" functionality may not be utilized and ARCOS may be configured to automatically make call-outs from the Annual 212 list by seniority, hours, or other methods, and to automatically make call-outs beyond the headquarters, such as to neighboring headquarters or other qualified classifications as needed, after the weekly 212 sign-up list and Annual lists have been exhausted in a headquarters. Should the Company choose not to utilize "first-come, first-serve" functionality and utilize ARCOS, Section 1 above will still apply.

Nothing in this Agreement is intended to modify the provisions of LA 09-41 or Exhibit XVI.

- 4. As stated in each ARCOS Letter Agreement "This agreement is not intended to modify existing letters of agreement or precedent grievance settlements regarding the availability of employees for call out."
- 5. Any omission of relevant Agreements is not intentional and shall be corrected.

The parties agree the totality of this agreement resolves the issues raised in Grievances #24669, #24670 and #24703. The Union agrees and accepts the aforementioned with prejudice as final resolution of these issues. Accordingly, Grievances #24669, #24670, #24703 and #25193 shall be settled pursuant to this agreement and closed.

This proposal has been discussed with Assistant Business Manager Roberto Balistreri.

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
Matthew Levy
Senior Director

The Union is in agreement.

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

May 20, 2022, 2022

By: Bob Dean
Bob Dean
Business Manager