



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 25-11-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
300 LAKESIDE DRIVE
OAKLAND, CA 94612
650.832.8674

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

May 23, 2025

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:

On May 1, 2025, the Company and Union met to discuss a supplemental workforce agreement I.A.W. LA 24-32 and LA 24-33. Pursuant to LA R1-04-12, Section II, the Company and Union have worked together cooperatively to meet the objectives of both parties and have agreed to use Hiring Hall (HH) personnel as the source to supply any supplemental workforce. HH employees working under this agreement will not accrue service or gain regular status.

This pilot agreement will employ the use of the Special Project or Special Condition section of R1-04-12 to provide a process in which the LOB may call upon predesignated HH employees to support the regular status workforce at Helms and Balch. Some examples of support scenarios: (1) periods of time when an increased Camp population creates work demand (room and board services) beyond the straight time and overtime capabilities of the regular Status Camp Specialists. (2) Projects requiring additional maintenance or construction such as outages, increased workload beyond the straight time and overtime capabilities of the Camp regular status maintenance workers.

This pilot agreement will allow LOB to assign immediate support per the preapproved (by Labor and Local Business Rep) Hiring Hall Special Project or Special Condition form. (see attached example).

Both parties will reconvene to review and potentially edit the pilot process, and create a permanent agreement. This agreement expires 12 months after the signature date.

If you are in accord with the foregoing and agree thereto, 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 accord with the foregoing and agrees thereto as of the date hereof.

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

May 27, 2025
_____, 2025


By: _____
Bob Dean
Business Manager

HIRING HALL SPECIAL PROJECT/SPECIAL CONDITION
COMMITTEE AGREEMENT FORM pursuant to LA-XX Helms/Balch Supplemental workforce agreement

INFORMATION REQUIRED

Clerical		Physical T200		Physical T300	
DATE:					
DEPARTMENT:					
SUPERVISOR NAME:				HR ADVISOR NAME:	
BUSINESS REPRESENTATIVE NAME:				AGREES	
				DISAGREES	

PROJECT DESCRIPTION:

Pursuant to LA-XX, additional personnel may be required to supplement work when the ST and OT ability of the two Resident Camp Specialists (RCS) cannot meet the demand required to run the Camp Support. The below listed HH employees may be contacted by the local LOB to schedule work in the near future and in some cases report the same day to fill in for an absent regular status RCS.

START DATE:	<u>7/1/25</u>	END DATE:	<u>12/31/25</u>
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CLASSIFICATIONS	COMPLETE THESE COLUMNS IF PG&E SOURCED HH CANDIDATES	
	NAMES OF CANDIDATE	HEADQUARTERS
Housekeeper	xxxx	Helms
Cook	xxxx	Helms
Housekeeper	xxxx	Balch
Cook	xxxx	Balch

SOURCING AND SELECTION OPTIONS (select one option) :

☐ 1) HIRING HALL DISPATCH:	☐ a) Project work	☐ b) Serious illness/injury
☐ 2) COMPANY SELECTION:	☐ a) Project work	☐ b) Serious illness/injury if Hiring Hall unable to provide candidate within 14 days.

Requester's Name:	Requester's Signature:	Date:
Approver's Name: (Company Co-Chair)	Approver's Signature:	Date:
Approver's Name: (Union Co-Chair)	Approver's Signature:	Date:
For IR Use Only Date of Committee Meeting:	SEND REQUESTS TO: Brenda Legge Labor Relations	
Approved:	Declined:	