



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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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

Memorandum of Understanding

January 9, 2023

Mr. Bob Gerstle, Senior Assistant Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Gerstle:

The Company and Union agree to apply the Special Overtime Provisions in Letter Agreement 16-44 to the Vegetation Management classifications in the General Construction Line Department.

Special Overtime Provisions:

Effective December 22, 2022, the parties agree to modify Title 208, Section 208.2 and Title 308, Section 308.2 of the Physical Agreement with payment at the rate of two times the employee's straight rate of pay under the conditions below.

1. An employee who is scheduled to work prearranged overtime outside of his/her regular work hours on a workday or on a non-workday in preparation for a weather-related event that is anticipated to cause an impact to electric reliability and/or customer outages. This section shall apply for the duration of the assignment.
2. An employee who is scheduled to work prearranged overtime outside of his/her regular work hours on a workday, or non-workday, in support of a major electric event (e.g., earthquake or wildfire storm) requiring Emergency Operations Center (EOC) activation. Examples of major electric events that would not be included within the scope of this Agreement include, but are not limited to, routine emergencies and planned public events. This section shall apply for the duration of the assignment. The Company's Director of Emergency Operations shall notify IBEW 1245 Business Manager (or designee) of the Company's intention to open the EOC as soon as is possible.
 - a) "Duration of assignment" in Item 2 is defined as work tags for the restoration of power that were created during the EOC activation and worked on overtime within 30 days of the EOC de-activation.
 - b) In the event power has been restored, even on a temporary basis, employees returning to a location to make permanent repairs would not be entitled to double time outside normal contractual provisions.
 - c) Any work performed on overtime beyond the deadline above would be paid in accordance with the rate of pay as determined by Sections 208.2 and 308.2 of the Physical Agreement.

This Memorandum of Understanding does not amend Letter Agreement 16-44; however, it does modify the application of Review Committee Decision No. 24686, specific to the "Duration of assignment" to be defined as work tags for the restoration of power that were created during the EOC activation and worked on within overtime within 30 days of the EOC de-activation.

Oversight Committee

The Company and Union shall each appoint up to three members to be part of an Oversight Committee. The Oversight Committee will attempt to resolve any issues that may arise regarding this Letter of Agreement. Issues that the Oversight Committee cannot resolve will be escalated to the Company's and Union's respective designees to attempt resolution within forty-five (45) days. Issues that the Oversight Committee cannot resolve will be subject to the party's grievance procedure Subsection 102.3(a)(2) and timelines will be waived for the forty-five-day period.

This MOU is without precedent or prejudice to the position of the parties.

If you agree, please so indicate in the space provided below and return one executed copy of this letter to the Company.

_____, January 10 _____, 2023

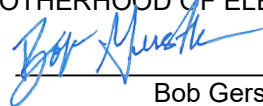
PACIFIC GAS AND ELECTRIC COMPANY

By: _____

Matthew Levy
Senior Director

_____, January 10, _____, 2023

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

By: _____

Bob Gerstle
Senior Assistant Business Manager