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LETTER OF AGREEMENT
EMERGENCY COVID-19,
TELECOMMUTING AGREEMENT

The Parties to this Letter of Agreement (LOA) are the Los Angeles Department of Water and Power (LADWP) and the International Brotherhood of Electrical Workers, Local 18 (Local 18).

The City of Los Angeles' local emergency declaration on March 4, 2020, and subsequent communication dated March 17, 2020 directed LADWP to develop an Emergency COVID-19 Telecommuting Plan to reduce increased risk and maintain a safe workplace.

In response, an Emergency Telecommuting Plan has been developed to specifically respond to COVID-19 concerns. The Emergency Telecommuting Plan allows employees whose job duties can be performed remotely, without impacting the employee's ability to fulfill his/her work functions, the ability to work from an alternate work location.

The Parties agree that an individual employee's telecommuting agreement can be terminated at the direction of LADWP management with at least a 24-hour notice to the employee.

This Emergency COVID-19 Telecommuting Plan will be in effect until the COVID-19 emergency declaration is suspended or until the LADWP General Manager determines to resume normal working conditions.

For the Parties:

[Signature]
MARTIN L. ADAMS
General Manager and Chief Engineer
Los Angeles Department of
Water and Power

[Signature]
BRIAN D'ARCY
Business Manager
International Brotherhood of
Electrical Workers, Local 18

Date: 4/10/2020

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