



**Pacific Gas and  
Electric Company**

**Matthew Levy**  
Principal Negotiator  
Labor Relations

375 N. Wiget Lane, Suite 130  
Walnut Creek, CA 94598  
925.974.4404

**15-22-ESC**

September 17, 2015

Joshua Sperry, Senior Union Representative  
Engineers and Scientists of California, Local 20  
IFPTE (AFL-CIO & CLC)  
810 Clay Street  
Oakland, CA 94607

Dear Mr. Sperry:

In L/A14-27-ESC, Company and Union agreed that a random number assignment will be used as the seniority tie-breaker for new hires as of January 1, 2015. This agreement shall cancel and supersede letter of agreement 14-27-ESC. Pursuant to the parties' discussions to clarify and simplify the seniority tie-breaker language in Subsection 21.2(i) of the Agreement, Company proposes the following revisions:

**21.2 SEQUENCE OF CONSIDERATION FOR PRE-BIDDING**

(i) In the event a conflict arises as to seniority between two or more employees whose seniority date is the same, the following will be the sequence of consideration for the purpose of a tie breaker between employees hired before January 1, 2015:

(1) any prior regular Service as a Company employee shall be taken into consideration and the employee whose prior Service is greater shall be deemed to have the greater seniority. Note: Per Section 13.7, service as a temporary or hiring hall employee does not apply.

(2) each employee will have a random number assignment. The employee with the lower number is deemed to have the greater seniority.

(3) For employees hired on or after January 1, 2015, whose hire date is the same, a random number will be assigned to determine the seniority tie-breaker. The employee with the lower number is deemed to have the greater seniority.

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 & ELECTRIC COMPANY

By: Matthew Levy

Matthew Levy  
Principal Negotiator

The Union is in agreement.

ENGINEERS AND SCIENTISTS OF CALIFORNIA  
LOCAL 20, IFPTE, AFL-CIO and CLC

By: Joshua Sperry

Joshua Sperry  
Senior Union Representative

9/17

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