



Eric Bachman
Principal Negotiator
Labor Relations and
Human Resources

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(925) 974-4403

15-29-ESC

December 20, 2015

Joshua Sperry, Senior Union Representative
Engineers and Scientists of California, Local 20
IFPTE (AFL-CIO & CLC)
810 Clay Street
Oakland, CA 94607-3908

Dear Mr. Sperry:

The Company and ESC have had a number of discussions regarding issues associated with Gas Transmission-GIS within Gas Transmission Mapping. The union filed a grievance and in that grievance stated that the union was open to discussing a retention agreement to address the crucial importance of maintaining work flow and trained employees in GT Mapping. Subsequently, on December 3rd, 22 employees within GT Mapping signed a letter also stating interest in a retention plan. The Company has an interest in retaining quality gas mappers.

The Company is prepared to offer a voluntary retention incentive to Gas Transmission Mappers. This retention incentive shall include and be limited only to Gas Transmission Mappers, and be for a duration of 12, 18 or 24 months, starting on January 1, 2016, and concluding on December 31, 2017. Employees may select a retention bonus of six (6)% of covered earning for a 12-month commitment, eight (8)% of covered earning for an 18-month commitment, and eleven (11)% of covered earning for a 24-month commitment. Any new entrants into Gas Transmission Mapping are also eligible for the retention bonus provided that they join before March 1, 2016, and their first retention payment will be pro-rated.

The retention bonus shall be paid in six-month intervals. The first payment will be based on earnings (covered compensation as defined in the Retirement Savings Plan plus overtime) from January 1, 2016, through June 30, 2016. This payment will be made as soon as practical after June 30, 2016, and will be based on the hours entered in the payroll system at the time of calculation. The subsequent payments will be based on the next six months earnings (covered compensation as defined in the Retirement Savings Plan plus overtime) will be made as soon as practical after December 31, 2016, June 30, 2017, and December 31, 2017, and will be based on the hours entered in the payroll system at the time of calculation. The retention payment is not included in covered compensation for pension or 401(k) purposes.

Employees choosing to receive this retention bonus shall waive their Title 21 bidding and transfer rights for the period of this agreement except for promotion to a higher classification within the Gas Transmission Mapping line of progression. Employees may accept a higher level position in their line of progression (e.g. Sr. Mapping Technician to Principal Mapping Technician).

Within three weeks of the execution of the Agreement existing employees in Gas Transmission Mapping shall indicate interest in participation in the retention incentive. After the three week period ends on January 8, 2016, management will make the final decision on whether to offer the program or not.

Employees choosing to participate must sign the attached letter outlining the specific terms and conditions of the commitments.

The agreement satisfies the correction requested in the Union's grievance #23414 and the union withdraws such grievance.

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: Eric Bachman
Eric Bachman
Principal Negotiator

The Union is in agreement.

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

12/21, 2015

By: Joshua Sperry
Joshua Sperry
Sr. Union Representative



**Pacific Gas and
Electric
Company**

December 20, 2015

Employee Name

**Retention Bonus Agreement
Gas Transmission Mapping
ESC Bargaining Unit Employees**

You are receiving this Retention Bonus and Waiver Agreement pursuant to PG&E/ESC Letter Agreement 15-29-PGE, which is attached. Acceptance of the Retention Bonus commits you to remain in your position from January 1, 2016, through the agreed to retention period or 12, 18 or 24 months. In accordance with Letter Agreement 15-29-PGE, in order to receive an allowance you must agree to the provisions contained in this Agreement, sign and submit this form no later than 5:00 p.m. on January 8, 2016. You must fax these forms to Kendra Sutter, Centralized Job Bidding Team (CJBT) at fax (925) 459-7336. You will receive an e-mail confirmation that your forms have been received.

By signing below, I hereby acknowledge and agree to the terms and conditions contained herein and confirm my understanding of waiver of my bidding rights for the retention period. I choose the retention period of:

_____ **12 months (6% bonus paid in 2 installments)**

_____ **18 months (8% bonus paid in 3 installments)**

_____ **24 months (11% bonus paid in 4 installments)**

I understand and agree that any disputes regarding this Agreement shall be resolved pursuant to the grievance resolution process contained in the ESC Local 20/PG&E collective bargaining agreement.

Name: (Print): _____

Signature: _____

Date: _____

Position: _____

Location: _____