



PACIFIC GAS AND ELECTRIC COMPANY
 LABOR RELATIONS
 375 N. WIGET LANE, SUITE 130
 WALNUT CREEK, CA 94598
 925.974.4404

ENGINEERS AND SCIENTISTS OF CALIFORNIA
 LOCAL 20, IFPTE, AFL-CIO AND CLC
 810 CLAY STREET
 OAKLAND, CA 94607
 510.238.8320

MATTHEW LEVY
 PRINCIPAL NEGOTIATOR

JOSHUA SPERRY
 SR. UNION REPRESENTATIVE

Memorandum of Understanding

Dear Mr. Sperry:

The parties agree to extend the Performance Standards Pilot covered by LOA 14-08-ESC to run until April 1, 2016, or until ratification of a collective bargaining agreement by ESC with a term of January 1, 2016, to December 31, 2019, whichever comes first.

The parties further agree that **regarding any grievances over 2015 PMP and/or STIP (the STIP based on 2015 performance, paid in March 2016)**, in cases where the parties settle a grievance over PMP ratings and/or STIP award of an employee, the potential remedies may include adjusting the PMP rating, paying STIP at the rate of a different individual modifier percentage, or both.

February 9, 2016

PACIFIC GAS & ELECTRIC COMPANY

By: 

Matthew Levy
 Principal Negotiator

2/23, 2016

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

By: 

Joshua Sperry
 Sr. Union Representative