



Eric Bachman  
Principal Negotiator  
Labor Relations

Mail Code N2Z  
P. O. Box 770000  
San Francisco, CA 94177  
(415) 973-2578

16-03-ESC

January 19, 2016

Joshua Sperry, Senior Union Representative  
Engineers and Scientists of California, Local 20  
IFPTE (AFL-CIO & CLC)  
835 Howard Street, 2nd Floor  
San Francisco CA 94103

Dear Mr. Sperry:

It is anticipated that activities associated with the 2016 Super Bowl in San Francisco, specifically the establishment of "Super Bowl City" to be located outside the General Office complex, will cause disruption to travel and access to Company buildings. Company proposes the following flexibility in working locations and work hours for employees covered by the Agreement who are normally headquartered at 77 Beale Street and 245 Market Street, San Francisco. Temporary hours changes initiated by an employee request and granted by the Company will not require any payment of overtime. Additionally, temporary headquarter changes initiated by an employee request and granted by the Company will not require the payment of travel time or reimbursement for mileage expenses to such temporary headquarters.

For monthly employees, working remotely during this time frame will be considered "Remote Access" as provided for in Section 7.9 of the Agreement, and therefore requires supervisory approval, but does not require that a telecommuting agreement be in place.

This agreement is effective for the duration of the street closures, which is anticipated to begin January 23 and end February 12, 2016. The actual Super Bowl City event runs from January 30 – February 7, 2016.

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

1/22, 2016

By: Joshua Sperry  
Joshua Sperry  
Sr. Union Representative