

Electric Mapping Voluntary Consolidation Program
Summary and Frequently Asked Questions
ESC Local 20 – PG&E
June 14, 2018

Main points of the agreement:

1. **No layoffs** during the relocation period (May 21, 2018 through April 1, 2020) for affected classifications.
2. **Headquarters Relocation Incentives** of \$20,000 or \$10,000 for a commitment by eligible Impacted Employees to relocate headquarters and report before December 17, 2018. The preferred locations are:
 - Sacramento System Center (Gateway Oaks), Rocklin DCC, Concord DCC, Fresno DCC: \$20,000
 - Concord (Local HQ), Merced, Salinas: \$10,000
 - **\$5,000** Moving allowance: employees who change headquarters and qualify for the incentive will also receive a “moving allowance” of \$5,000 if you also meet the criteria for moving allowance in Section 22.7 of the ESC Contract. You do not need to move or present receipts to receive this allowance

Not all employees will qualify for the incentives.

3. **Prevent Involuntary Relocations** for Electric Mapping Technicians during the relocation period (May 21, 2018 through April 1, 2020). There may be some involuntary relocations. But, those are limited exceptions to be allowed for office closure, shorter commute time, or moves under 30 miles outside Bay Area or 20 miles within Bay Area. (See involuntary summary below.)

Summary: Relocation Incentives

1. **Impacted employees.** Only Impacted Employees will receive an Option Election Form. An “Impacted Employee” is defined as Electric Mapping Technicians who are not in the offices listed in No. 2 above.
2. **Relocations will occur in two Phases:** Phase 1 will include Impacted Employees who elect to relocate before December 17, 2018. The second phase will begin on December 18, 2018. Phase 2 includes Impacted Employees who did not exercise

an option to relocate before December 17, 2018 and are not assigned during Phase 1.

To receive a relocation incentive, you must meet ALL of the following criteria:

- Be an “Impacted Employee” (see definition above and LA-R1-18-05-ESC)
- Report to a consolidated location listed in No. 2 above before December 17, 2018.
- Your commute mileage must increase.
- Your new commute must be more than either 20 or 30 miles, as shown on the chart below:

| | | New HQ | |
|------|--------------|-----------------------------------|-----------------------------------|
| | | Bay Area* | Non-Bay Area |
| Home | Bay Area* | 20 miles or more to get incentive | 20 miles or more to get incentive |
| | Non-Bay Area | 20 miles or more to get incentive | 30 miles or more to get incentive |

*Bay Area = San Francisco, Peninsula, De Anza, San Jose, Mission, East Bay, Diablo and North Bay Divisions

3. Amount of Relocation Incentive:

- **\$20,000** to move to Sacramento System Center or Concord DCC, Rocklin DCC or Fresno DCC.
- **\$10,000** to move to Merced, Salinas or Concord Regional HQ.
- **\$5,000** Moving allowance: employees who change headquarters and qualify for the incentive will also receive a “moving allowance” of \$5,000 if you also meet the criteria for moving allowance in Section 22.7 of the ESC Contract. You do not need to move or present receipts to receive this allowance.

Summary: Involuntary Relocations

There will be a small number of employees who can be relocated by the company without being paid an incentive as follows:

- A. If your commute to the new office is shorter than your current commute, you may be relocated (including across Bid Region boundaries).
- B. If your current office is being closed, you will be relocated. For this agreement, “Closed” means PG&E is selling the property or giving up the lease, i.e. no PG&E employees will be there.

- C. You may be relocated as long as your commute to the new office is under 20 miles in the Bay Area, or 30 miles outside the Bay Area (including across Bid Region boundaries).

Frequently Asked Questions

1. Q: How will mileage be measured from home to office, road miles or “as the crow flies”?

A: Road miles will be used, from an accepted mapping program such as Google Maps.

2. Q: When will this all happen?

A: Phase 1 will begin once the letter agreement is signed by Company and Union. Management and ESC will work to develop the election forms and define the selection process to be used. Once the process is defined and forms are ready, the Company will distribute election forms to all impacted employees. There will be informational calls to help employees understand their options and ten calendar days provided for employees to make elections. Employee submitted selections on election forms are binding. Once election forms are received, the Company will determine the assignments, the Oversight Committee will review the assignments and the Company will then communicate the assignments. Phase 2 will begin on December 18, 2018.

3. Q. What if an employee is on Vacation, Leave or Short-Term Disability etc.?

A: Any impacted employee will receive an Election Form. Employees who will be absent from work, for any reason, should provide their supervisor with contact information so they can be sent an Election Form. For employees that do not notify their supervisor or provide specific contact information for how they wish to receive the election form, the Company will mail the Election Form to the address on file in the Company’s system of record (SAP).

4. Q: What if I list several options on my election form, and the Company offers me my “second choice”? Can I wait to see if my first choice becomes available?

A: If your first choice is unavailable and a successive choice is made, assuming the successive choice is available, you would be assigned to your successive choice.

However, during Phase 1, the Oversight Committee will review vacancies that may occur and will endeavor to evaluate those impacted employees not assigned a first choice to the System Center and Distribution Control Center locations: Sacramento System Center, Fresno DCC, Concord DCC or Rocklin DCC.

If You've Reported to a Successive Choice:

If you were assigned and have reported to a successive choice at one of the Regional consolidated locations and you received an incentive payment (the \$10,000 incentive), the Committee will determine if you can be relocated and report to your first choice at the System Center or DCC, where there is vacancy, before December 17, 2018. If the Committee determines you may be relocated to your first choice (System Center or DCC) and you report before December 17, 2018, you would receive an additional \$10,000, as if originally assigned.

If You've Not Reported to a Successive Choice:

If you were assigned but have not reported to a successive choice at one of the Regional consolidated locations, the Committee will determine if you can be relocated and report to your first choice at the System Center or DCC where there is vacancy before December 17, 2018. If the Committee determines you may be relocated to your first choice, System Center or DCC location, and you report before December 17, 2018, you would receive the \$20,000 relocation incentive, as if originally assigned.

5. Q: What if I don't choose anything?

A: If you don't submit a form or submit a form without selecting an option during Phase 1 and you are not subject to involuntary relocation, you will receive an updated Election Form during Phase 2. During Phase 2 relocations, you will not receive any incentive payments. If you don't submit a form or submit a form without selecting an option during Phase 2 and you are not subject to involuntary relocation,

you will be permitted to stay in your current HQ until April 1, 2020. You can still bid to other openings using the normal bid process, but you won't receive any incentive payments. The Company has committed not to do any involuntary relocations (except as noted above) or layoffs until April 1, 2020. After that time, all the normal contract sections will be in effect. This does not mean you will be laid off or relocated, but that the Company can implement those types of impacts following the processes of the Contract. It is the Company's current intent to have the Electric Mapping Department consolidated to only the locations listed in No. 2 in the first section above.

If you decide that your choice is to stay in your current HQ, please submit a form stating this. This will help the Oversight Committee know that you made a choice.

6. Q: Will I get to choose my report date?

A: You may choose which month you wish to report to a new HQ and the Company will attempt to accommodate that request but qualified impacted employees must report before December 17, 2018 to receive an incentive payment (see Q7 below for exception). The specific date will have to be worked out with the current and new supervisors.

7. Q: What if I sign up to move in 2018 but management postpones my report date into 2019?

A: If you commit to move by December 17, 2018, you are an impacted employee eligible for incentive, and the Company assigns you to the consolidated location during Phase 1, but the Company is unable to move you by December 17, 2018, you will still be paid the 2018 amount of \$20,000 or \$10,000, respectively.

8. Q: Can I retire after receiving an incentive?

A: Yes, however you must report in order to receive the Relocation incentive payment.

9. Q: Can I bid to other positions once I report to a new HQ?

A: Yes, there are no bidding restrictions.

10. Q: Can I bid to another position before I report?

A: Yes, there are no bidding restrictions. However, if you do not report to your new headquarters under LA R1-18-05-ESC, you will not receive an incentive payment.

11. Q: When will positions again be open to fill through bidding?

A: Following the Phase 1 and 2 Election Form process, the Oversight Committee will continue to regularly review any election options and vacancies during the relocation period. Available open positions not selected and filled through the above, will be filled utilizing the Title 21 Bidding Processes. Employees are encouraged to submit bids for any position they are interested in.

12.Q: Will I receive “A” rights in this process, even if I accept the relocation incentive?

A: Yes if you have relocated or accepted another position. For example, a Sr. Electric Mapping Technician in San Francisco who chooses to relocate to Concord DCC (or another office) will have “A” rights (section 22.3.c) to return to the first vacancy in San Francisco and to the first Sr. Electric Mapping Technician vacancy in San Francisco if this should occur.

13.Q: I currently have “A” rights to another office. If I relocate and accept an incentive, am I waiving my ability to use those “A” rights for 24 months?

A: No, there are no bidding restrictions.

14.Q: I am eligible for a relocation incentive to move to a new HQ. Can I choose to relocate without waiving my bidding rights and without accepting the \$10/20,000?

A: Since there are no bidding restrictions, you may relocate before December 17, 2018, receive the incentive payment and maintain your bidding rights.

15.Q: Can one employee "bump" out another employee in this process?

A: No. No employee will lose their current position (meaning their classification and HQ) in this process to another employee. In the ESC contract, displacement (bumping) only occurs when there is a lack of work situation. There is no lack of work in Electric Mapping at this time.

16.Q: Where can I find the seniority list?

A: The lists can be located through the PG&E Intranet at:

<http://wwwhr/unioninfo/displacement/SeniorityEsc.asp>

Please note that these lists are organized by the SAP Job Codes, and there are multiple codes for each ESC classification. For example, Electric Mapping Tech, Sr. Electric Mapping Tech, and Sr. Electric Mapping Tech (passed test) are all different Job Codes but are all the same ESC classification for this process. Please keep this concept in mind when reviewing the lists.

17. Q: Can I retire after receiving the incentive payment? How does that affect how I fill out the election form?

A: Any plans you have for retirement are not impacted by these forms. You may retire after reporting to a new location and receiving the incentive payment. You are encouraged to communicate your retirement plans to your current and/or future supervisor; but this is at your discretion.

18. Q: I have already scheduled vacation. Will this still be honored if I report to a new HQ prior to that vacation?

A: The Company will honor existing approved, scheduled vacation. Any changes would be under the same process as for changes to scheduled vacation for employee who did not change offices (e.g. major emergency)

19. Q: Can I put down a report date later than April 1, 2020?

A: No.

20. Q: What is the Company's plan and the LOA provisions for Auburn?

A: The Company intends not to have Electric Mapping in Auburn long term. The Company plan is to have all Electric Mapping for the Northern region done at the System Center in Sacramento. Mapping Technicians in Auburn will be considered "impacted" and will receive election forms, with options including Rocklin DCC and Sacramento. They may choose to relocate to those offices and will be eligible for the incentive and moving allowance the same as all other impacted employees. Additionally, for employees currently headquartered in Auburn, if they do not elect to voluntarily relocate and there is space available at the Rocklin DCC and/or System Center they also would be subject to a potential involuntary relocation as described in the Involuntary Relocation Summary, above.

In the case that more employees want to relocate to Sacramento System Center than there is physical space for at the time, the Company will use Auburn as the "overflow" location, meaning that employees, at their option, would report to Auburn until space in Sacramento becomes available. Auburn would be treated like their regular HQ (no time and mileage for reporting there, except on OT), but they could be moved to Sacramento whenever the space is available.

21. Q: What are the bid regions?

A: Bidding Units

- Bay Region – Diablo, East Bay, North Bay, Peninsula, and San Francisco Divisions - Bishop Ranch is in this region
- Mission Trail Region – Central Coast, De Anza, Los Padres, Mission, and San Jose Divisions

- Northern Region – North Coast, North Valley, Sacramento, and Sierra Divisions
- San Joaquin Valley Region – Fresno, Kern, Stockton, and Yosemite Divisions

22. Q. If I move during Phase 2, will I get the \$5,000 moving allowance (understanding I will not receive the \$10,000/20,000 incentive)?

A. Yes, if you are eligible for the moving allowance (per section 22.7, the new HQ is 30 miles or 45 minutes from your home) then you will receive the \$5,000 moving allowance if you relocate during Phase 2.

23. Initial Staffing Plan

The chart below summarizes the Company’s anticipated initial staffing plan for Electric Mapping positions:

Important Note on Staffing Plan: These numbers are as of June 1, are not binding and could change, including substantial changes. This reflects the Company’s current projections based on workload, space availability and other factors. We urge employees to keep this in mind when making elections. For example, you may want to elect an office where seats are not shown as available, because seats in that office could become available during the relocation period. The Oversight Committee recommends that you make elections based on your preferences for location and job classification, not based on what you think is most likely under this staffing projection.

| Region | Office | Elect Mapping | | |
|----------------------|-----------------|---------------|--------|--------|
| | | Present | Future | Change |
| San Joaquin | Bakersfield | 1 | 0 | -1 |
| | Fresno Plaza | 4 | 0 | -4 |
| | Fresno DCC | 5 | 9 | 4 |
| | Merced | 2 | 8 | 6 |
| | Stockton | 5 | 0 | -5 |
| | | | | |
| Mission Trail | Edenvale | 4 | 0 | -4 |
| | Hayward | 5 | 0 | -5 |
| | Salinas | 4 | 16 | 12 |
| | San Luis Obispo | 3 | 0 | -3 |
| | | | | |

| | | | | | |
|------------------------|--------------------------|------------|--|------------|----------|
| Bay Region | | | | | |
| | Concord SC | 5 | | 12 | 7 |
| | Concord DCC | 5 | | 7 | 2 |
| | San Francisco | 6 | | 0 | -6 |
| | San Rafael | 3 | | 0 | -3 |
| | San Ramon | | | | |
| | | | | | |
| Northern Region | | | | | |
| | Auburn | 4 | | 0 | -4 |
| | Chico | 2 | | 0 | -2 |
| | Eureka | 3 | | 0 | -3 |
| | Redding | 1 | | 0 | -1 |
| | Rocklin DCC | 7 | | 9 | 2 |
| | Sacramento System Center | 34 | | 50 | 16 |
| | Sacramento SC | 2 | | 0 | -2 |
| | Santa Rosa SC | 6 | | 0 | -6 |
| | | | | | |
| | Totals | 111 | | 111 | 0 |