



**Pacific Gas and
Electric Company**



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

KATHY LEDBETTER
MANAGER

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

JOSHUA SPERRY
SR. UNION REPRESENTATIVE

Memorandum of Understanding

2018 Electric Estimating Emergency Callout Procedures for Design Centers

Based upon the commitment in LOA 18-02, the Company and Union have agreed to revise procedures for after-hours callout and Emergency Overtime (EOT) for Electric Estimating. This agreement supersedes Sections 2.A.1-5, 2.D.1-5, 2.I.1, 3.C and 7 of the 2014 EOT report and all of the 2014 MOU on ARCOS implementation. Item 1 from the ARCOS MOU will remain in effect).

The Company and Union agree to the following new emergency callout and sign-up procedures for Electric Estimating:

1. Each Design Center will have one weekly EOT List and one Annual List. All after-hours Level 1 events within the current footprint of the Design Center will trigger callout from these lists. The weekly EOT list will be called first, and if the Weekly EOT list is exhausted, then ARCOS will call the Annual List before calling other offices. Employees who are on the EOT List and the Annual List will be called twice (See Attachment for list of Design Centers and their footprint.)
2. Only those employees who sign either the EOT Weekly List or Annual List will have the priority right to work EOT when it occurs. Employees may sign the EOT list at any time, but once signed up they may not remove themselves until the next sign-up period.
3. An employee assigned to one Design Center may choose to sign the EOT and Annual List for another Design Center if they live within the footprint of the second Design Center, or if the second Design Center is closer to their home than the one they are assigned to. Each employee may only sign up on the lists for one Design Center. Employees may switch the Design Center they are signed up for annually at the July reset date, or upon reporting to a new office.
4. Employees who sign up after a period of not being on the list, or bidding into the office, will be shown as having one hour more than the highest employee in his/her classification on the list (in other words, they will go to the bottom of the list). Estimators or ADE's who change offices after July 1, 2018 per elections made under LOA 18-02 will join the EOT list at their new office in the same manner.
5. Different local procedures for callout may be established at any Design Center by mutual agreement between the Union and Company. Examples of local agreements might be to establish separate callout lists for different divisions within the footprint, or to use a weekly rotation system instead of a rotating list. All local practices must be able to function through the ARCOS system, captured in writing, and the document must be signed by the local Labor Specialist and ESC Union Representative, must be dated, and must be cancellable by either party upon 30 days' written notice.

6. All Senior Electric Estimators and Electric ADE's at the Design Center may sign the callout list. Routine Estimators may be permitted to sign the list if approved by their ADE and Supervisor. Completion of ETP Module 4 is a recommended guideline. During major events (Category 2 or higher), unqualified routine Electric Estimators, Gas Estimators and ADE's, and other employees may be called out as well, once the DC EOT list and Annual list are exhausted.
7. For Level 2 or higher events, the Company will call out as many employees as are needed, first using the EOT List and then Annual List from the Design Center where the event is occurring. Once these lists are exhausted, the Company may choose which other Design Center(s) to activate and will call out employees from those Design Center(s) again using the EOT List and Annual List for each office. This includes activation for EOT and Planned Overtime, such as "Rapid Assessment Teams."
8. Company and Union will renew the ARCOS Oversight Committee. The committee will oversee implementation of these new processes, review complaints of bypass or errors, and discuss potential enhancements or modifications to the system. The committee will also consider use of laptop computers and remote reporting to enhance response times and effectiveness. Committee composition will be four ESC-represented employees appointed by the Union and four management employees appointed by the Company. The committee will meet as requested by either party.
9. The Company and Union agree that for 2018 only, the EOT List will not reset to zero until August 17th so that the list can be coordinated with the new ARCOS chaining process within the Design Center model. Going forward, and beginning with 2019, the EOT list will be reset to zero on the first Friday of July so the list can coordinate with the weekly call out period.

August 7, 2018

PACIFIC GAS & ELECTRIC COMPANY

By: Kathy Ledbetter
Kathy Ledbetter
Manager

8/7, 2018

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

By: Joshua Sperry
Joshua Sperry
Senior Union Representative

Attachment: Design Center Footprints as of July 1, 2018.

Design Center	Footprint (Divisions)
1. Auburn*, 12840 Bill Clark Road	Sierra (except Marysville)
2. Bakersfield, 4101 Wible Road	Kern
3. Chico, 460 Rio Lindo Avenue	North Valley (Vina South - Gridley North)
4. Concord RMC, 1850 Gateway Boulevard	East Bay, Diablo, Mission, North Bay (Vallejo)
5. Eureka, 2555 Myrtle Avenue	Humboldt (Laytonville North)
6. Fresno RMC, 8 River Park Place	Fresno
7. Merced*, 3185 M St and/or new Service Center location on Childs Road	Yosemite
8. Redding*, 3600 Meadowview Avenue	North Valley (Vina North)
9. San Francisco, 2180 Harrison Street	San Francisco, Peninsula
10. San Jose, 6402 Santa Teresa Boulevard	Central Coast (Monterey North), De Anza, San Jose
11. San Luis Obispo, 4325 S. Higuera Street	Central Coast (Monterey South)
12. Santa Rosa, 111 Stony Circle	North Bay (Marin/Napa County), Sonoma
13. Stockton, 3136 Boeing Way	Stockton
14. Ukiah, 2641 N. State Street	Humboldt (Laytonville South); Humboldt (Fort Bragg South),
15. West Sacramento, 850 Stillwater Drive	Sacramento; Marysville
* denotes transitional location	