



**Pacific Gas and  
Electric Company™**

PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
375 N. WIGET LANE, SUITE 130  
WALNUT CREEK, CA 94598  
925.974.4411

DENISE FLOYD  
PRINCIPAL NEGOTIATOR



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

JOSHUA SPERRY  
SENIOR UNION REPRESENTATIVE

**19-12-ESC**

June 7, 2019

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

Dear Mr. Sperry:

The parties met to discuss the Company's interest in considering a broader pool of qualified candidates and provide greater flexibility to candidates when the Company determines business conditions provide for flexibility in that vacancy's work location. The parties agreed to the following:

At the Company's discretion, vacancies within Electric Distribution Engineering, at the Senior, Senior Consulting/Advising and Principal Electric levels, may continue to be filled at a specific headquarters or at a work location selected by the employee from those existing Electric Distribution Engineering headquarters.

The Company will create a new bid code, titled "Employee Choice of Work Location." The code will be posted on the "new job at headquarters" report. Bidders will be informed of the available locations during the interview process. The list will be composed of offices where there are currently Electric Distribution Senior, Senior Consulting/Advising or Principal Distribution Engineers (DEs) (the list will exclude "Remote DE" offices).

Following acceptance of the position, the employee will be required to choose their preferred headquarters from that designated list. If office space in the specific headquarters is not available, the Company, Union, and employee will discuss and attempt to locate another space as close as possible which is mutually agreeable. If the parties are unable to agree on an alternate location the bid will be offered to the next most qualified bidder (as per 21.15 for Senior Consulting/Advising for Principal or 21.16 for Senior) to choose their headquarters from the remaining and available locations. Upon reporting to the position, the employee will be assigned to the selected headquarters and that headquarters shall be the employee's regular headquarters.

This agreement may be cancelled by either party with 30 days' written notice.

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,

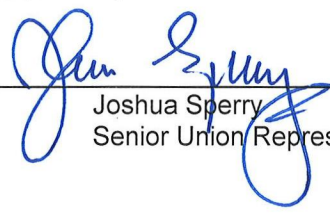
PACIFIC GAS AND ELECTRIC COMPANY

By:   
Denise Floyd  
Principal Negotiator

The Union is in agreement.

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

6/17, 2019

By:   
Joshua Sperry  
Senior Union Representative