



**Pacific Gas and
Electric Company**

Matthew Levy
Director
Labor Relations

375 N. Wiget Lane, Suite 130
Walnut Creek, CA 94598
925.974.4461

19-10-ESC

May 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:

Two Sourcing Quality Inspection Engineers (SQIEs), Anthony Olaleye and Jacob Aremu, have voluntarily requested that they be allowed to relocate to Houston, Texas. The Company has agreed to Mr. Olaleye's and Dr. Aremu's voluntary requests and have discussed the issue with the Union.

The Company and the Union agree to the following:

1. The employees will voluntarily relocate to Houston, Texas, by the end of May 2019, and will be allowed five (5) days with permission with pay to relocate to the Houston area;
2. The employees will be permitted to work from their homes in Houston, Texas, and pursuant to Section 7.9 of the ESC agreement, the Telecommuting Guidelines will be consistently applied;
3. The employees will be reimbursed for required business travel expenses (e.g., mileage, airfare, etc.), including lodging and meals;
4. The Travel-Time, Telecommuting and Remote Access and Overtime language (included below), contained within Letter of Agreement 18-31, shall apply to these employees;
 - a. Travel Time
Business travel for Sourcing Quality Inspection Engineer monthly employees is an integral part of their job duties; therefore, the parties agree that Sourcing Quality Inspection Engineers are not eligible for pay for additional time worked when traveling outside the PG&E service territory or when performing Source Inspections within the service territory. This travel or work shall be considered part of the normal work day and/or normal work week, regardless if the time spent traveling exceeds a normal work day and/or normal work week. Management will make a reasonable effort to schedule business travel to occur on scheduled work days.
 - b. Telecommuting and Remote Access
Time worked via remote access or telecommuting while outside the PG&E service territory shall be considered as part of the normal work day and/or normal work week. All other time worked via remote access or telecommuting will be in compliance with Section 7.9.
 - c. Overtime
SQIE monthly employees will be eligible for Overtime as defined in Section 17.11, with the exception of travel time, telecommuting and remote access as described above.

The Company will not require the employees to travel to the PG&E territory more than two (2) times in any calendar month, unless business needs require additional visits to California.

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,

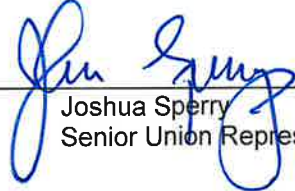
PACIFIC GAS AND ELECTRIC COMPANY

By: 
Matthew Levy
Director

The Union is in agreement.

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

5/14, 2019

By: 
Joshua Sperry
Senior Union Representative