



**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

MATTHEW LEVY  
DIRECTOR, LABOR RELATIONS

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

May 29, 2019


## Memorandum of Understanding

This Memorandum of Understanding is to summarize the agreement reached between the Company and Union regarding the hiring of a Sourcing Quality Inspection Engineer (SQIE) in the Houston, Texas area.

Based on Letter Agreement 19-10-ESC, the Company and the Union agree that the following language included in LA-19-10-ESC would be applicable to the future SQIE incumbent once hired in the Houston, Texas area:

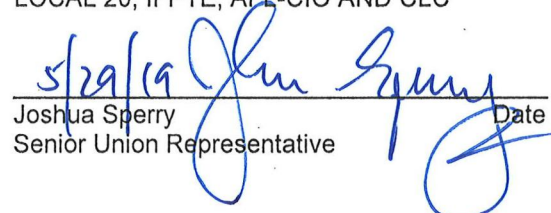
1. The employee will be permitted to work from their home in Houston, Texas, and pursuant to Section 7.9 of the ESC agreement, the Telecommuting Guidelines will be consistently applied;
2. The employee will be reimbursed for required business travel expenses (e.g. mileage, airfare, etc.), including lodging and meals;
3. The Travel-Time, Telecommuting and Remote Access and Overtime language contained within LA-18-31 (included below) shall apply to this employee;
  - 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 travelling 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.
4. The Company will not require the employee to travel to the PG&E territory more than two (2) times in any calendar month, unless business needs require additional visits to California.

PACIFIC GAS AND ELECTRIC COMPANY

  
Carlos Cortes  
Labor Relations Specialist, Expert

5/29/19  
Date

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

  
Joshua Sperry  
Senior Union Representative

Date