



**Pacific Gas and
Electric Company™**



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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SENIOR UNION REPRESENTATIVE

Memorandum of Understanding

July 16, 2019

With the implementation of Letter Agreement No. 18-02, the Company and Union shared a mutual interest in selecting the most qualified individuals for New Business Representative (NBR) positions and agreed to qualifications as part of that process.

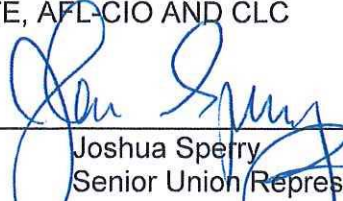
The Company has begun to fill additional NBR positions, including hiring some of the positions externally. However, the parties have identified that several long-term current Hiring Hall employees, assigned to work as NBR's and Estimators (who performed customer contact work), prior to the establishment of new minimum qualifications, are now not able to be considered as qualified candidates.

Since employees who are already performing the work duties as a temporary Hiring Hall employee are often very strong applicants for regular positions, the Company and Union have agreed to clarify that any employee who has at least 12 months of successful experience as a Hiring Hall NBR, SNBR and/or Hiring Hall Estimator and who does not otherwise meet the qualifications of NBR, will be considered to meet the minimum qualifications of NBR. The parties understand that this agreement only addresses the qualifications and that the Company maintain the right to conduct the remainder of the employment selection process.

July 16, 2019

PACIFIC GAS AND ELECTRIC COMPANY
By: 
Matthew Levy
Director

7/16, 2019

ENGINEERS AND SCIENTISTS OF CALIFORNIA
LOCAL 20, IFPTE, AFL-CIO AND CLC
By: 
Joshua Sperry
Senior Union Representative