



**Pacific Gas and  
Electric Company**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
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ROBIN WIX  
LABOR RELATIONS MANAGER

ENGINEERS AND SCIENTISTS OF CALIFORNIA  
LOCAL 20, IFPTE, AFL-CIO AND CLC  
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JOSHUA SPERRY  
SENIOR UNION REPRESENTATIVE

## Memorandum of Understanding

March 20, 2020

Recently, the Company notified ESC Local 20, due to the impacts of COVID – 19, including social distancing and shelter in place orders, that the Company will be suspending all promotional exams temporarily. The Company will resume administering the exams as soon as practicable. Should reporting restrictions continue to be in place beyond July 2020, the parties will explore alternative options/methods for administering promotional exams.

The timeline for reviews and appeals in Exhibit D.II will apply once the exams are administered. Employees who were scheduled to take a promotional exam in March or April 2020, and who successfully pass the exam once administered, will receive back-pay retro-active to April 1, 2020.

This agreement is not intended to allow employees who were not enrolled and confirmed to test for the March and April promotional exams to take the exam. This agreement will sunset once the 2020 promotional exams are administered.

PACIFIC GAS AND ELECTRIC COMPANY

\_\_\_\_\_ March 31 \_\_\_\_\_, 2020

By: Robin Wix  
Robin Wix  
Labor Relations Manager

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

\_\_\_\_\_ 4/1 \_\_\_\_\_, 2020

By: Joshua Sperry  
Joshua Sperry  
Senior Union Representative