



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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MATTHEW LEVY
SENIOR DIRECTOR

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

21-12-ESC

June 22, 2021

Mr. Josh Sperry
Engineers and Scientists of California, Local 20
IFPTE (AFL-CIO & CLC)
810 Clay Street
Oakland, CA 94607

Dear Mr. Josh Sperry:

In 2020, the Company announced plans to sell the San Francisco General Office Complex (SFGO) and relocate personnel headquartered at SFGO to the newly acquired Oakland facility at 300 Lakeside Drive beginning in Q1 2022 through 2023. The parties have met and discussed headquarter reassignment for ESC represented classifications. This agreement is not intended to modify any contractual provisions provided in the ESC agreement, other than those outlined in this agreement.

Oakland Headquarter Assignment

1. The new Oakland headquarters at 300 Lakeside Drive will be designated as the Oakland General Office.
2. The Company proposes to reassign employees who are headquartered at the San Francisco General Office Complex to the Oakland General Office as soon as administratively possible based on the scheduled move timelines of the employee's specific Line of Business.
3. The parties recognize that consideration of assignment to a headquarters other than the Oakland General Office may be prudent based upon operational need or employee specific requests. The parties agree that, per Sections 21.9 and 22.10, assignment to a headquarters during this relocation process supersedes the regular Title 21 bidding process. Such assignments may be approved based on the following criteria:
 - a. Employees must submit in writing to their supervisor a request for consideration of an alternate headquarter assignment. Employees who do not submit a request for consideration will be assigned to the Oakland General Office and will no longer be eligible for this voluntary process.

- b. The Line of Business will work with Corporate Real Estate to confirm available workspace at the identified alternate headquarters.
 - c. The employee's LOB Director or above must approve the alternate headquarter assignment.
 - d. Voluntary assignment to an approved alternate headquarters will be offered to impacted employees using a commitment letter. The commitment letter will designate the employee's commitment of reassignment to the specified headquarters. Employees may be assigned to a headquarters other than the Oakland General Office only once through this letter agreement.
 - e. In the event more employees request an alternate headquarter assignment than can be accommodated at a specific headquarters, the Company will assign volunteers in order of seniority.
 - f. Any involuntary assignment to a headquarters other than the Oakland General Office would follow the provisions of Section 22.9.
4. Hiring Hall employees assigned to SFGO who are on the active payroll at the time their assigned LOB is scheduled to move into the Oakland General Office, shall be reassigned to the Oakland headquarters for the remainder of their assignment, however the Company maintains the right to conclude a Hiring Hall assignment at any time based on operational need.

Bidding

5. If the Company fills a vacancy utilizing an established San Francisco General Office bid code prior to relocation to the new Oakland General Office, the job offer will include written notification that the position will be relocated to the Oakland General Office under the provisions of this agreement, except where an alternate headquarters is determined under Section 2 of this agreement.
6. The Company will establish bid codes for ESC classifications at the Oakland General Office in accordance with Section 21.1(c) as soon as administratively possible following execution of this agreement. Initial bid codes will be posted as "For Information Only".
7. Under Section 21.3 Bidding Units, the Oakland General Office headquarters is within Bidding Unit 1, Bay Region.

Remote Work

The parties continue to meet and discuss establishment of a long-term remote work agreement. Any agreement reached and implemented may be applicable to employees covered under this agreement.

Moving Costs

Employees who move their primary residence due to relocation of their assigned headquarters under this agreement may be eligible for reimbursement of moving expenses in accordance with Section 22.7.

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,

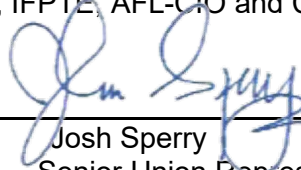
PACIFIC GAS AND ELECTRIC COMPANY



By: _____
Matthew Levy
Senior Director

The Union is in agreement.

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



_____ 8/17, 2021

By: _____
Josh Sperry
Senior Union Representative