



PACIFIC GAS AND ELECTRIC COMPANY
 LABOR RELATIONS
 375 N. WIGET LANE, SUITE 130
 WALNUT CREEK, CA 94598
 925.974.4461

ENGINEERS AND SCIENTISTS OF CALIFORNIA
 LOCAL 20, IFPTE, AFL-CIO AND CLC
 810 CLAY STREET
 OAKLAND, CA 94607
 510.238.8320

MATTHEW LEVY
 SENIOR DIRECTOR

FRANCISCO PRECIADO
 EXECUTIVE DIRECTOR

October 21, 2021

Memorandum of Understanding

The 2021 Promotional Examination for Associate Distribution Engineer (ADE) – Electric was held on May 25, 2021 with examination results being distributed in August 2021.


After the 2021 Electric ADE examination results were distributed, ESC raised concerns related to the examination based on comments received from examination takers and a low examination pass rate. The ESC did not raise any concerns related to the Gas ADE examination.

The Company and the Union discussed the concerns raised related to the 2021 Electric ADE examination and have agreed to not count the 2021 Electric ADE exam results for those employees who failed the examination but attempted at least 10% of the required examination points.

Both parties also agree that this is a one-time agreement being entered into without precedent or prejudice and shall not be referrable by either party in any grievance or arbitration procedure not involving the terms of this agreement.

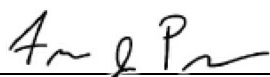
PACIFIC GAS AND ELECTRIC COMPANY

_____, October 21, 2021

By: 
 Denise Floyd, Manager for
 Matthew Levy, Sr. Director

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

_____, 11/1/2021, 2021

By: 
 Francisco Preciado
 Executive Director