



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
 FRANCISCO PRECIADO
 EXECUTIVE DIRECTOR

22-07-ESC

March 22, 2022

Francisco Preciado, Executive Director
 Engineers and Scientists of California, Local 20
 IFPTE (AFL-CIO & CLC)
 810 Clay Street
 Oakland, CA 94607

Dear Mr. Preciado:

The Company and Union have agreed to continue to partner to improve local hiring efforts and to staff Estimating positions in an expeditious manner.

To support those efforts, the parties agree to a one time process to staff vacant Associate Distribution Engineer-Electric (ADE-E) positions around the system. It is the intent of the process to ensure all bidders can exercise their right to bid under Section 21.2 but can also prioritize available options by department at the following specific locations:

| | | |
|------------------------------|----------------------------------|------------------------------------|
| Auburn Central Design | Eureka Central Design | San Jose-Edenvale Service Planning |
| Auburn Service Planning | Eureka Service Planning | San Luis Obispo Central Design |
| Bakersfield Central Design | Fresno Central Design | San Luis Obispo Service Planning |
| Bakersfield Service Planning | Fresno Service Planning | Santa Rosa Central Design |
| Chico Central Design | Merced Central Design | Santa Rosa Service Planning |
| Chico Service Planning | Merced Service Planning | Stockton Central Design |
| Concord Central Design | San Francisco Central Design | Stockton Service Planning |
| Concord Service Planning | San Francisco Service Planning | West Sacramento Central Design |
| | San Jose-Edenvale Central Design | West Sacramento Service Planning |

Specifics related to this process are as follows:

- The Company will provide a notice by email (including a Frequently Asked Questions) to all Senior Electric Estimators and Electric Associate Distribution Engineers (ADE) 10 calendar days before providing employees an Option Form.
- Employees who are currently in the ADE-Electric classification and the Sr. Engineering Estimator-Electric-Passed Test classifications (SAP Job Codes 50010515; 50115106; 50115112 and 50010527) on a regular basis will be provided a Vacancy Option Form to prioritize their elections by location and specific department
- Employees will be given 7 calendar days to return the Option Form.
- Employees will not be able to prioritize options at their current classification and location

- Only forms completed and submitted during the 7 calendar days provided will be considered.
- If multiple forms are submitted the last one submitted prior to the deadline will be utilized
- The Company will follow the provisions of Section 21.2 (Sequence of Consideration) in the filling of these vacancies based upon the submitted Option Forms. However, Section 21.2 will be amended so that employees who have declined positions within the prior six months will be allowed to select one of the options available.
- The Company will review the outcome with ESC Local 20 prior to any assignment notification.
- Employees who decline the assignment will be considered as declining the bid offer to the location and unable to receive an additional offer to the declined location in accordance with Title 21 for six months.
- Employees will be considered as reporting to their new HQ as of the day following the assignment notice from the company.
- As with any assignment through bidding, department assignments may change after reporting due to operational needs

Upon completion of the above, the Company will conduct an interest check amongst current ADE-E's who may express an interest in working in another department but at the same headquarters. The Company will provide an opportunity for the reassignment to other departments if operationally feasible.

Once the additional process is complete, any remaining ADE-E vacancies will be shared with all Sr. Engineering Estimators who may be interested in a provisional appointment using the same notification process above.

Company and Union agree to establish a Joint Oversight Committee consisting of an equal number of Company and Union representatives. Committee members will be appointed by the Company and Union, respectively. The Committee will address all unanticipated or implementation issues arising from this agreement. This Committee will also be responsible for attempting to address and resolve disputes arising from this agreement prior to a grievance being filed.

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
Matthew Levy
Senior Director

The Union is in agreement.

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

3/23/2022, 2022

By: Francisco Preciado
Francisco Preciado
Executive Director