



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

CARL HARLAND  
ASST. EXECUTIVE DIRECTOR

**22-06-ESC**

March 15, 2022

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

Dear Mr. Harland:

In 2020, the Company announced plans to reduce its real estate footprint by reducing the number of leased facilities in the East Bay and relocating personnel, in a phased approach, to the new Oakland General Office at 300 Lakeside Drive beginning in Q2 2022 through 2023. The identified East Bay headquarters for closure are as follows:

- 3401 Crow Canyon Rd, San Ramon
- 6111 Bollinger Canyon Rd (Bldg Y), San Ramon
- 1850 Gateway Blvd, Concord

The parties have discussed these headquarter closures and agree to modify Section 22.9 Relocation Other Than Lack of Work with the below provisions. This agreement is not intended to modify any other contractual provisions provided in the ESC agreement, other than those outlined in this agreement.

#### Oakland Headquarter Assignment

1. Reassign employees who are headquartered at the above identified headquarters to the Oakland General Office in accordance with the move timelines of the employee's specific Line of Business between Q2 2022 and end of year 2023.
2. 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 of impacted employees to a headquarters during this relocation process supersedes the regular Title 21 bidding process. Such assignments, within the employee's same classification, 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 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 within a Line of Business request an alternate headquarter assignment than can be accommodated at a specific headquarters, the Company will assign volunteers in order of seniority on a first come first serve basis.
  - f. Any involuntary assignment to a headquarters other than the Oakland General Office would follow the provisions of Section 22.9.
3. Hiring Hall employees assigned to any of the impacted headquarters 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

4. If the Company fills a vacancy utilizing an established Transfer/Bid Code for any of the impacted headquarters 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 as identified under number 2 above.
5. 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.

#### 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:   
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Matthew Levy  
Sr. Director

The Union is in agreement.

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

\_\_\_\_\_  
March 16th, 2022

By:   
\_\_\_\_\_  
Carl Harland  
Assistant Executive Director