



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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WALNUT CREEK, CA 94598
925.974.4461
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

23-02-ESC

January 20, 2023

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 through 2023. As part of this effort, the Company is reducing its overall occupancy of Bishop Ranch Building Z, 6121 Bollinger Canyon, San Ramon, which will require headquarter reassignment of impacted employees as identified in Attachment 1 of this agreement.

In accordance with Section 22.10 of the ESC agreement, the parties have discussed headquarter reassignment of these employees 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 or the remote work Letter Agreement 22-17-ESC, other than those outlined in this agreement.

Headquarter Selection Process

The parties agree to provide the following three headquarter options to impacted employees as identified in Attachment 1 of this agreement, to elect as their regularly assigned headquarters:

- Oakland General Office, 300 Lakeside Drive, Oakland
- Stockton Regional Center, 3136 Boeing Way, Stockton
- W. Sacramento RMC, 850 Stillwater Rd., W. Sacramento

A headquarter selection form will be provided to impacted employees identified in Attachment 1 of this agreement for those employees to submit their headquarter selection preference. All impacted employees, whether designated as Hybrid or Onsite shall submit a Voluntary Headquarter Option form, ranking the three headquarter options in order of priority preference. Any employee not submitting the form by the communicated due date will have the Oakland General Office assigned as their new headquarters. The Stockton Regional Center and W. Sacramento RMC have a pre-determined maximum headcount allotment for headquarter assignment of these impacted employees, therefore if employee voluntary elections for either of these locations are in excess of the maximum availability, employees will be awarded their location preferences in order of company seniority based on the employees most recent hire date and their listed headquarter preference.

Headquarter Assignment Date

Due to the ongoing phased occupancy of the Oakland General Office (OGO) through 2023, impacted employees whose new headquarters will be OGO will be reassigned based on the scheduled move timelines of the employee's specific Line of Business (LOB). Those employees who elect either Stockton or W. Sacramento locations, will be reassigned as soon as administratively possible following the signing of this agreement.

Travel Time, Commute Expenses & Mileage

In addition to their regularly assigned headquarters, employees who elect and are awarded the Stockton Regional Center or W. Sacramento RMC as their company assigned headquarters through this agreement shall not be eligible for travel time, commute expenses, or mileage reimbursement as outlined in Sections 7.6 and 10.1(c) of the ESC agreement, and applicable provisions of Letter Agreement 22-17-ESC when required to report to the Oakland General Office at the direction of their leader for onsite meetings, required onsite work collaboration, training that can only be conducted onsite at OGO, or due to performance deficiencies requiring onsite supervisory oversight, during their regular working hours on a regularly scheduled workday. Contractual overtime provisions shall be applied in accordance with the ESC agreement and LA 22-17-ESC.

Employees identified in Attachment 1 who leave their current classification or assigned company department through transfer, bid or unrestricted appointment will no longer be subject to these modified provisions when reporting to OGO.

Vacation Scheduling

Employees who elect and are awarded the Stockton Regional Center or W. Sacramento RMC headquarter locations through this agreement may, as applicable, be included in annual vacation scheduling in conjunction with their current department's workgroup who are headquartered at the Oakland General Office, rather than within their assigned headquarters or Division as outlined in Section 9.12(c) of the ESC agreement.

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
Sr. Director

The Union is in agreement.

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

February 1st, 2023

By: 
Carl Harland
Assistant Executive Director

**BISHOP RANCH BLDG Z, 6121 BOLLINGER CANYON RD, SAN RAMON
ATTACHMENT 1**

NAME	LAN ID	CLASSIFICATION	LOB DEPARTMENT
Tiffany Frederick	T1F9	Sourcing Specialist	Supply Chain Sourcing Ops
Sunny Wan	SBWA	Sourcing Specialist	Supply Chain Sourcing Ops
Paul Panganiban	P2PW	Sourcing Specialist	Supply Chain Sourcing Ops
Evelyn Garcia	E4G2	Sourcing Specialist	Supply Chain Sourcing Ops
Denny Le	D8LJ	Sourcing Specialist	Supply Chain Sourcing Ops
Abbas Torabian	A5T9	Sourcing Specialist	Supply Chain Sourcing Ops
Jorge Caballero Jr	J43I	Sourcing Specialist, Senior	Supply Chain Sourcing Ops
Claudette Self	SPSK	Sourcing Specialist, Senior	Supply Chain Sourcing Ops
Silvia Keymorth	S3K1	Sourcing Specialist, Senior	Supply Chain Sourcing Ops
Martin Yong	M1YD	Sourcing Specialist, Senior	Supply Chain Sourcing Ops
Lynn Harrison	LMHL	Sourcing Specialist, Senior	Supply Chain Sourcing Ops
Jeren Jang	J2JG	Sourcing Specialist, Senior	Supply Chain Sourcing Ops
Christine Klinkowski	CKC7	Terrestrial Biologist, Senior - ESC	SS Env Mgmt & Prgms - EM-Undergrd, Grid & Permitting
Jennifer Estridge	J6WS	Permit Facilitator, Career - ESC	Operations Support – Enterprise Permitting
Erick Perez	E1PY	Permit Facilitator, Career - ESC	Operations Support – Enterprise Permitting
Amir Daneshi	AXDT	Elec Stds and Strgy Engr-GOLD CIR	Electric Engrg – Trans, Sub & Storage Strategy