



PACIFIC GAS AND ELECTRIC COMPANY

LABOR RELATIONS

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JOSHUA SPERRY

SR. UNION REPRESENTATIVE

## Memorandum of Understanding

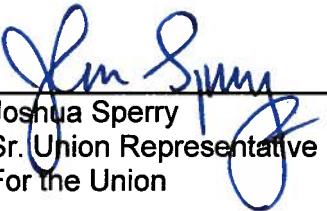
As discussed, PG&E will implement the ARCOS automated call-out system throughout the Company. The Company has already piloted this system for the physical workforce and will soon deploy it for ESC-represented classifications. This memorandum applies to implementation of the system for callout of Estimators and ADE's. It does not apply to Protection Engineering or other departments where the system may be used in the future.

It is the intent of both the Company and the Union that this automated system will lead to faster response and more accurate compliance with callout procedures and agreements. ARCOS will be configured to implement the callout policies as described in the 2014 "EOT Report" and any other local practices that are established as permitted by that report. ARCOS implementation is not intended to change existing practices regarding callout, such as pay or the order in which employees are called, except as noted in 1 and 2 below.

The parties agree to the following:

1. ARCOS may at the Company's option be configured to call construction personnel at the same time as Estimating personnel. The intent is to gain efficiencies so that a physical crew can be assembled and readied while the Estimator/ADE responds to the incident and prepares the job package. If ESC believes that the simultaneous callout is leading to long wait times or putting time pressure on the Estimators/ADE's, the Company and Union will re-open this provision and may return to the system of calling the Estimator/ADE in advance of the construction personnel.

2. ARCOS will be configured to have an "Annual list" for each Local HQ. Estimators/ADE's in that Local HQ may choose to sign the Annual list, and RMC Estimators/ADE's may sign the Annual List of the office where they also sign up on the local weekly EOT list. If the EOT list for an office is exhausted, ARCOS will call the Annual list before calling other offices. One outcome of this will be that employees who are on the EOT list and the Annual list will be called twice.
3. The Union and the Company will establish a joint ARCOS Oversight committee. The role of the committee will be to review complaints of bypass or errors, and to discuss potential enhancements or modifications to the system. Committee composition will be four ESC-represented employees appointed by the Union and four management employees appointed by the Company. The committee will meet as requested by either party.

  
Joshua Sperry  
Sr. Union Representative  
For the Union

10/22/14  
date

  
Matthew Levy  
Principal Negotiator  
For the Company

10/22/14  
date