



**Pacific Gas and
Electric Company**



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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MATTHEW LEVY
PRINCIPAL NEGOTIATOR

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

JOSHUA SPERRY
SR. UNION REPRESENTATIVE

Memorandum of Understanding

You have recently raised issues related to the 24/7 Nurse Report Line regarding potential impacts to the ESC bargaining unit members. As you are aware, the 24/7 Nurse Report Line is the Company's official reporting process for all work-related injuries and for filing a Workers' Compensation claim. Generally your concerns center around how information is used, protected and shared. Specifically, you requested commitments from the Company related to discipline, privacy, and dissemination of the information. Therefore, the Company agrees to the following commitments.

- 1) PG&E will not use the information collected through the 24/7 Nurse Report Line as a basis for discipline. Nothing in this paragraph is intended to limit the Company's ability to conduct its own independent investigation as appropriate.
- 2) The 24/7 Nurse Report Line will not share any private medical information with PG&E, except that information pertaining to any work-related injuries will be shared with PG&E in accordance with California's Workers' Compensation requirements. This will include relevant PG&E safety personnel, the employee's direct supervisor, and the Integrated Disability Management (IDM) and Worker's Compensation teams. Only a statement of the injury and how it occurred will be shared. Clinical assessments or personal health history will only be released to IDM in accordance with the Company's right to information under relevant laws, and IDM will not share the information with anyone else within the Company; employees will be informed that their information may be shared under these conditions.
- 3) Where a clinic visit is recommended and the employee has predesignated his/her own physician for work-related illnesses or injuries, the 24/7 Nurse Report Line will attempt to schedule the clinic visit with the employee's physician, providing the physician accepts Workers' Compensation cases. If not, the Company will schedule the employee to be seen by another provider.

These commitments arise from the 24/7 Nurse Report Line program and processes that are currently in place. Should any future program or process changes alter any of the commitments as outlined in this letter, the Company will provide advance notice to the union of such changes and will discuss any potential impact(s) to employees or these commitments and will bargain if required by law. Nothing in this letter shall constitute any waiver of the Company's existing management rights, nor of the Union's rights to bargain over all mandatory topics of bargaining. Further, nothing in this letter shall create any past practice or obligation(s) with respect to the 24/7 Nurse Report Line (or other similar issues/matters) beyond the commitments specifically described within this letter, and neither party shall use this letter as evidence to support a claim that any such a practice or obligation has been created by the signing of this letter.

Having satisfied these concerns, the Union and Company will partner to encourage employees to promptly utilize the 24/7 Nurse Report Line to report injuries and incidents.

If you agree, please so indicate in the space provided below and return one executed copy of this letter to the Company.

12/22, 2015

PACIFIC GAS & ELECTRIC COMPANY

By: 
Robert Joga
Senior Director

12/22, 2015

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

By: 
Joshua Sperry
Sr. Union Representative