



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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JOSHUA SPERRY
SENIOR UNION REPRESENTATIVE

Memorandum of Understanding

July 19, 2019

Recently, the Company notified ESC Local 20 that it intended to temporarily headquarter one Gas and one Electric ADE at each of several Service Planning Job Owner only locations. The intent is to have the ADE's mentor and train the Job Owners at those locations, many of whom are new employees.

Those locations are:

Livermore	San Carlos
Oakport	San Rafael
Salinas	

The parties discussed that the utilization of Section 21.7 (Appointment to Temporary Vacancy) may not successfully meet the requirements of the staffing and training needs of the above locations. To successfully support the temporary assignments, the parties have then agreed to the following per section 21.10:

1. Company will communicate the temporary assignments and expectation of the role to all ADE's and Estimators, and also those ADE's and Estimators from the offices above who have moved into other positions. Employees will be asked to bid to the positions to express their interest before July 26, 2019.
2. The Company will first consider ADE's (including former ADE's) who are currently working in the listed locations who have not reported to a Design Center.
3. The Company will then utilize the criteria from Section 21.2 (Sequence of Consideration for Bidding) to fill the temporary vacancy.
4. The Company will review expectations of the role with each ADE prior to reporting.
5. Should the interested employee be located beyond a commutable distance, the Company will meet and confer with ESC Local 20 prior to making any assignment.

The above process is not limited to the above locations during the next six months but should it be required, the Company will confer with ESC Local 20 prior to implementing additional locations.

July 19, 2019

PACIFIC GAS AND ELECTRIC COMPANY

By: Kathy Ledbetter
Kathy Ledbetter
Labor Relations Manager

7/19, 2019

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By: Joshua Sperry
Joshua Sperry
Senior Union Representative