



**Pacific Gas and
Electric Company**



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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OAKLAND, CA 94612

ENGINEERS AND SCIENTISTS OF CALIFORNIA
LOCAL 20, IFPTE, AFL-CIO AND CLC
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25-03-ESC

January 13, 2025

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

Mr. Harland:

The parties have met on various occasions to discuss the assignment and distribution of Pre-arranged Overtime During Major Events for Select ESC Classifications and have reached agreement on the pilot process below for Electric Estimating.

The following processes and procedures are for the assignment and distribution of pre-arranged overtime during a major event and when pre-arranged overtime will be utilized.

This agreement establishes a pilot to use a third overtime list for this type of overtime (henceforth referred to as M-POT) for the purposes of overtime assignments and equal distribution of this type of overtime. This list is separate from HQ POT lists or EOT lists and overtime on those lists do not affect the equal distribution of this new list, nor does M-POT overtime effect the equal distribution of POT lists and EOT lists.

The parties agree that this agreement is intended so that classifications that are assigned work for support for their classification's specific functions (e.g. estimators producing estimates or mappers doing mapping work) The parties agree are to be subject to this agreement will have their own specific attachment regarding specific provisions applicable to their overtime assignments.

A. M-POT Lists

1. By agreement, the Company will establish M-POT lists for each HQ that has employees in the classifications. Also, by agreement, areas may be established that have more than one HQ but will have the same lists for M-POT.
2. Only those employees who sign the M-POT list will have the priority right to work M- POT when it occurs. Once an employee is assigned to work M-POT their status on other M-POT

lists will be unavailable until the completion of their assignment.

3. An employee assigned to one area or headquarters may choose to sign the M-POT lists for another area or headquarters if they live within the footprint of the second area or headquarters, or if the second area or headquarters is closer to their home than the one, they are assigned to. Each employee may only sign up on the list for one area or headquarters. Employees may switch the area or headquarters at the reset date used for the EOT list, or upon reporting to a new office.
4. Employees who sign up after a period of not being on the list, or, who sign up after becoming qualified to do so or bidding into an Headquarters with a different M-POT list (unless they are already on the M-POT list for the Headquarters they are bidding into), will be shown as having one hour more than the highest employee in their classification on the list (in other words, they will go to the bottom of the list).
5. All qualified employees may sign the M-POT list for their classification. Qualification criteria for classifications will be attached to this document. Unqualified employees may be called out as well, once the M-POT list is exhausted.
6. The determination of the need for overtime for major events and classifications required remains the responsibility of management, based on operational needs and the S0205 agreement.
7. Any employee that signs the list will be provided with the appropriate protective equipment, such as Fire Resistant clothing, as a "part time" user under the terms of the applicable agreement.

B. Posting

1. Overtime shall be posted with each week if utilizing ARCOS. The posting may be made by agreed to method for each specific classification. If list is not utilizing ARCOS, then Posting Procedure will be jointly agreed to.
2. List will be reset to zero for all on January 1 of each year.

C. Callout Process and Order using ARCOS.

1. Once the determination for the need for pre-arranged overtime for major events and the classifications required ARCOS will notify employees on the M-POT list that M-POT assignment will be available. The employees will be given 30 minutes to respond.
2. Should operational needs permit the Company will attempt to notify employees in advance of a M-POT ARCOS notification of the type of assignments that are expected to be available (e.g. shifts, remote/on location, days/nights, duration of assignment). It is understood that due to operational need, assignment types may change after employees respond to the ARCOS notification.

3. Should the ARCOS system not be available, the Company will follow the procedures within this pilot, will use the established M-POT list and will directly contact employees by phone and/or email.
4. Management will make assignments from the employees that responded. Assignments will be made based upon the qualifications and priority of the specific employee.
5. Initial assignments will be assigned to employees by seniority who have made themselves available After employees have been assigned in order of seniority the employee with the least amount of overtime will be offered the next available MPOT assignment.
6. The length of assignments offered will be capped at 21 days. To avoid disruption of Company operations once an assignment is accepted employees may, at the employees option, work to fulfill the assignment regardless of their ranking on the list after the next overtime posting (in other words if an employee accepts a 14 day assignment and after posting they go down on the list for the M-POT they worked in the previous posting period they will not be replaced for the duration of the accepted assignment, as long as there is still an operational need for that assignment).
7. The Company will call out as many employees as are needed, where the event is occurring. Once the list is exhausted, the Company may choose another area or headquarters to activate and may offer M-POT assignments to employees from those area or headquarters again using the M-POT List for each area or headquarters.
8. Employees may designate themselves as do not call.
9. If an employee declines an assignment they will be charged for that assignment.

D. Performing work for another HQ

1. If an employee is performing work for another area or headquarters from their area or headquarters, the employee is charged for the associated overtime to their area or headquarters (just as if the overtime were generated from their area or headquarters).
2. An employee on a temporary assignment to another headquarters in order to perform work of that area or headquarters may sign the M-POT list at that headquarters. an employee will be shown as having one hour more than the highest employee in their classification on the list (in other words, they will go to the bottom of the list).

E. M-POT Oversight Committee


1. The pilot period will be for 90 days from the initiation date expected in January 2025. The pilot may be extended by agreement between the parties.
2. The Company and Union shall each appoint up to two members to be part of an Oversight

Committee. The Oversight Committee will attempt to resolve any issues that may arise regarding this Letter of Agreement, such as (but not limited to) administration, technology, bypass, and training. The Oversight Committee will be empowered to agree to new M-POT lists and regions. Issues that the Oversight Committee cannot resolve will be escalated to the Company's and Union's respective designees to attempt resolution within forty-five (45) days. Issues that the Oversight Committee cannot resolve will be subject to the party's grievance procedure Subsection 14.2(b) and timelines will be waived for the forty-five-day period.

3. The first M-POT lists to be established will be for the Distribution Electric Estimating line of progression. Attached are the qualifications and areas specific to that line of progression.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By: 
Matthew Levy
Senior Director

The Union is in agreement.

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

February 14th
_____, 2025

By: 
Carl Harland
Assistant Executive Director

Attachment 1: Distribution Electric Estimating

Below are the areas specific to the Electric Estimator line of progression for Electrical Estimating work during major electric events as defined by Letter Agreement No. 22-08.

For use during the Pilot, the M-POT Design Center Areas as of January 1, 2024

| Design Center | Footprint (Divisions) |
|--|---|
| 1. Auburn Regional Center | Sierra (except Marysville) |
| 2. Bakersfield Service Center | Kern |
| 3. Chico Service Center | North Valley (Vina South - Gridley North) |
| 4. Concord Service Center | East Bay, Diablo, Mission, |
| 5. Eureka Service Center | Humboldt (Laytonville North) |
| 6. Fresno RMC | Fresno |
| 7. Merced Regional Center | Yosemite |
| 8. Redding Service Center | North Valley (Vina North) |
| 9. San Carlos Service Center | Peninsula |
| 10. San Francisco Service Center | San Francisco |
| 11. Edenvale & Cupertino Service Centers | De Anza & San Jose Divisions; Central Coast (Monterey North) |
| 12. San Luis Obispo Service Center | Los Padres & Central Coast (Monterey South) |
| 13. Santa Rosa Stoney Circle | North Bay, Sonoma |
| 14. Stockton Regional | Stockton |
| 15. Ukiah SC | Humboldt (Laytonville South); Humboldt (Fort Bragg South), |
| 16. West Sacramento RMC | Sacramento; Marysville |