



**Pacific Gas and
Electric Company**



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

MATTHEW LEVY
DIRECTOR

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

JOSHUA SPERRY
SENIOR UNION REPRESENTATIVE

19-19-ESC

December 5, 2019

Joshua Sperry, Senior Union Representative
Engineers and Scientists of California, Local 20
IFPTE (AFL-CIO & CLC)
810 Clay Street
Oakland, CA 94607

Dear Mr. Sperry:

As part of the continued effort to ensure safety, provide a more stable workforce, and to provide quality training of new employees, the Company is proposing the following substitute provisions per Section 21.9 to any job bidding or transfers for New Business Representative (NBR) and Senior New Business Representative (SNBR) positions.

The parties are working on changes to staffing processes for NBR and SNBR positions. This is intended as an interim measure while good faith negotiations continue towards a more comprehensive agreement.

As of the effective date of this agreement, employees hired into the classifications listed below from outside the ESC bargaining unit, will not have their bids or transfers considered under the provisions of Title 21 for a period of 24 months following their employment date.

The above is not intended to change the Temporary Upgrade provisions of the Labor Agreement.

Classifications covered by this agreement include:

- NBR
- SNBR

As noted above, this agreement only applies to employees hired into the classifications listed from outside the ESC bargaining unit from the effective date of this agreement.

The effective date of this agreement is upon signature by both parties and will have a duration of 60 calendar days. In case of expiration, all employees affected by this agreement would have their bid and transfer rights restored immediately

Mr. Joshua Sperry

- 2 -

December 5, 2019
LA 19-19-ESC

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
Director

The Union is in agreement.

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

By: 

Joshua Sperry
Senior Union Representative

12/5, 2019