



PACIFIC GAS AND ELECTRIC COMPANY LABOR
RELATIONS
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OAKLAND, CA 94612
650.832-8674

MATTHEW LEVY
SENIOR DIRECTOR

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

CARL HARLAND
ASSISTANT EXECUTIVE DIRECTOR

24-17-ESC

March 14, 2025

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

Dear Mr. Harland:

The Company and Union seek to collaborate on the multi-year enterprise business and technology modernization programs named Propel and/or Elevate. To support the effort, the Company will provide temporary management level assignments to ESC represented coworkers to assist in the design and implementation of the program.

During the temporary assignments, the parties agree that although the employees will be in management positions during the rotation, employees will have their time on the rotational assignment considered as experience in their base ESC represented classifications for purposes of advancement under the provisions of Title 2.1. In addition, the time on these rotations will not negatively affect any future wage placements under the provisions of Title 15.

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) lengths of assignments, selectees' return to their ESC positions in the event of the Company's or Employee's desire, and accommodating the Union's access to selectees. 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.

This agreement will continue during the length of the rotational assignments above. However, either the Company or the Union reserves the right to cancel this agreement by giving the other party thirty (30) days written notice.

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

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

March 14th
_____, 2025

By: 
Carl Harland
Assistant Executive Director