



IBEW Letter Agreement 22-06 Electric Operations Retention and Attraction Incentives Frequently Asked Questions

Publication Date: 02/04/2022 Rev: 1

INTRODUCTION

1. What is PG&E's 100/100 plan?

PG&E, IBEW Local 1245 and ESC Local 20 are working to ensure that we are 100% aligned on each other's goals 100% of the time. As a result, PG&E has made a commitment to hire additional coworkers in roles and areas that are critical to the company's operational success. We are taking these additional steps to ensure we are adequately resourced in areas and roles that have been historically challenging for us to recruit and retain talent.

2. We recently emerged from bankruptcy and the Company implemented a hiring pause, so why are we moving forward with the extensive hiring and compensation incentives?

This compensation arrangement achieves the dual purpose of attracting talent in these hard-to-fill positions and to save the company money in the long-term by avoiding costs associated with hiring contract crews in these areas.

3. What changes are occurring with retention and attraction specific to Electric Operations?

The Company in partnership with IBEW jointly agreed through Letter Agreement 22-06 to an enhanced compensation package that allows us to recruit new coworkers and retain existing journey level positions in the San Francisco, Peninsula, De Anza and San Jose divisions more successfully.

This agreement addresses the challenge of retaining and attracting identified classifications within the Division Electric Transmission and Distribution Department and General Construction Line Department through modified wages, enhanced overtime rate of pay, retention incentive, housing subsidy, and three (3) year bid lock.

4. Why are other Journey Level classifications outside the four areas not being offered this enhanced compensation package?

Staffing journey level classifications in the San Francisco, Peninsula, De Anza and San Jose divisions has been challenging due to the unique needs in these areas and we are taking these steps to ensure we become adequately resourced in these areas.

5. As an existing PG&E coworker, am I eligible for any of the new Electric Operations positions?

These positions are expected to be filled by external hires, although internal candidates are eligible through the applicable processes.

6. Have classifications changed?

The Company and Union agreed to establish different classifications to address the different wage structure and to begin adopting gender neutral terminology.

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7. When will this agreement take effect?

The effective date of the agreement will be March 13, 2022. However, if the Company is unable to implement on March 13, 2022, the new wage premiums will be paid to eligible employees retroactively to March 13, 2022.

8. Do the provisions of the contract still apply?

All contractual provisions not specifically modified in this Letter Agreement are still applicable.

ELIGIBILITY

9. Which classifications and locations are eligible?

Covered classifications are those listed on Tables 1, 2, 3, and 4 and are regularly headquartered at an eligible headquarters or location listed on Table 5 of LA 22-06.

- Table 1 – Journey level classifications for employees hired before March 13, 2022
- Table 2 – Apprentice classifications for employees hired before March 13, 2022
- Table 3 – Journey level classifications for employees hired on or after March 13, 2022
- Table 4 – Apprentice classifications for employees hired on or after March 13, 2022
- Table 5 – Title 200 Division Headquarters in De Anza, Peninsula, San Francisco, and San Jose; and Title 300 GC Locations in De Anza, Peninsula, San Francisco, and San Jose.

10. Are Compliance Inspector, M&C Coordinator, Street Light Maintenceman, Electric Crew Foreman-Service, Lineman-Service, or New Business Liaison positions eligible for provisions in this agreement?

Compliance Inspectors are eligible. M&C Coordinators who were previously in a journey level line classification and who are regularly headquartered at a covered location are eligible. Street Light Maintenceman, Electric Crew Foreman-Service, Lineman-Service, and New Business Liaison are not eligible.

11. Are clerks (e.g., IBEW Clerical Operating Clerks, GC Field Clerks, and/or IBEW Physical Foreman's Clerks) eligible for the wage premium or enhanced prearranged overtime rate?

This agreement applies only to identified IBEW Physical classifications in GC Line or Electric T&D lines of progression in covered headquarters/locations.

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WAGE PREMIUM

12. How will the Wage Premium be administered for covered incumbent employees and new employees?

Covered journey level classifications will receive a 25% hourly wage premium. Covered apprentice classifications will receive a 10% hourly wage premium when they reach the 30-month step of their classification. Covered journey level and apprentice employees hired on or after March 13, 2022 will receive the corresponding increases in their base hourly wage rates.

13. Will the Wage Premium apply to overtime?

The wage premium will be added to the hourly rate of pay for both straight time and overtime.

14. Will employees temporarily working at eligible locations receive a Wage Premium?

Only regularly assigned covered employees will receive the wage premium.

15. What are the criteria for Title 300 employees to be eligible for the Wage Premium?

Title 300 employees in covered classifications must be headquartered at a location as listed in Table 5 and meet the following criteria:

- The current location is where the employee was hired, placed, or bid in accordance with Section 305.7 or Section 305.5 (c) and;
- The employee is not provided the expense allowances pursuant to Section 301.4(a), Zone 3.

16. Will a GC employee in a covered classification who is transferred to a covered location be eligible to receive the Wage Premium?

Following the March 13, 2022 implementation date, covered GC Line employees who are transferred or placed into a regular position at a covered location will be required to work at the location for a period of 120 calendar days before becoming eligible to receive the wage premium. However, eligibility is still incumbent on the employee meeting the criteria related to expenses under Section 301.4(a).

17. If a GC Line crew from a covered location is sent to a location not covered by LA 22-06 for a temporary assignment, will the covered employees still receive the Wage Premium if the new point of assembly is outside of the covered areas?

Covered employees who are receiving the wage premium will continue to receive the premium if working under the Special Assignment provisions of the Labor Agreement for less than 30 days. Employees who are transferred out of the covered geographical locations will no longer receive the Wage Premium upon reporting.

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18. Will the Wage Premium remain in effect if an employee takes an upgrade?

Should a covered employee receive an upgrade to an eligible classification or a subject matter expert classification within a covered location, they will continue to receive the wage premium in addition to the upgraded rate.

19. Is the General Wage Increase (GWI) added to the base pay rate or does it compound with the 25% premium?

The GWI will be added to the base rate. The 25% premium would be paid in addition to that amount.

20. Will the hourly Wage Premium for incumbents be included in the calculation for disability benefits?

Disability benefits utilize the base pay rate and do not include the wage premium.

21. Will the LA R1-19-17 Premium continue to be in effect?

LA 22-06 supersedes LA R1-19-17 for the headquarters and locations listed on Table 5. LA R1-19-17 will remain in effect, under the same terms and conditions, for the remaining headquarters/locations (e.g., East Bay, Mission and Promo/Demo Area 7) included in Attachment 1 of LA R1-19-17.

SPECIAL OVERTIME PROVISIONS

22. How will the Special Overtime Provisions be applied?

Overtime will be paid at the double-time rate of pay for those employees within eligible journey level classifications (listed in Tables 1 and 3) and who are regularly headquartered in an eligible headquarters/location (listed in Table 5).

23. Are employees on temporary assignment to a covered classification and headquarters/location eligible for the Wage Premium or Special Overtime Provisions?

An employee must be regularly assigned to a covered classification and headquarters/location in order to be eligible for the wage premium or Special Overtime Provisions.

24. Are out-of-area employees in a covered classification who assist at a covered headquarters/location, such as for resource sharing, eligible for the Special Overtime Provisions for prearranged overtime?

An employee must be regularly assigned to a covered classification and headquarters/location in order to be eligible for the Special Overtime Provisions.

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25. How will prearranged and emergency overtime be administered for comparable classifications (e.g., Table 1 and 3, Table 2 and 4)?

Those employees within eligible classifications listed in Tables 1 through 4 will be treated the same for overtime, bidding, vacation/holiday/floating holiday scheduling, hours, and demotion.

PENSION

26. How will the Wage Premium be included in determining pension calculations?

Covered employees in journey level classifications must accumulate at least 24 months of participation in the LA 22-06 Premium program for the increase to be included in the “Basic Weekly Pay” utilized for the purposes of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees.

27. Will the time in a covered apprentice classification and headquarters/location count toward the 24-month program participation requirement for journey level pension calculations?

The 10% hourly wage premium will not be included in the “Basic Weekly Pay” for the purposes of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees.

28. Will covered incumbents who were included in LA R1-19-17 receive equal credit for time previously worked toward the 24-month requirement for the 25% Wage Premium to be included in the “Basic Weekly Pay” for the purposes of calculating benefits under Part II (Final Pension Pay) of the Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees?

Eligible incumbents who worked in a covered classification and headquarters/location under LA R1-19-17 will receive equal credit toward the 24-month requirement for LA 22-06.

29. How are absences considered toward the 24 months of the 25% premium program participation for the pension calculation?

An employee must be on the active payroll and not on Leave of Absence or on Worker’s Compensation for the time to be applied toward the 24 months.

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30. Will employees who are hired on or after March 13, 2022 be required to accumulate 24 months before the rate becomes pension eligible and/or apply toward 401k contributions?

Incumbent employees receive a wage premium, whereas employees hired on or after March 13, 2022 receive the equivalent amount as a base hourly rate and therefore not required to meet the 24-month program participation.

31. Will the 24-month accrual for covered incumbent journey level employees be affected by transferring to another covered classification and headquarters/location?

Time in any journey level classification and headquarters/location covered by LA 22-06 will be applied toward the 24-month requirement.

32. Which pension plan would be applicable for a PG&E retiree who rehires into a regular position?

A retiree who is rehired after more than 12 months will be enrolled in the Cash Balance Pension Plan; a retiree who rehires within 12 months will return to their prior pension plan upon retiring.

RETENTION INCENTIVE

33. Current covered journey level incumbents (as of March 12, 2022) will receive a \$2,000 per month Retention Incentive for each full month in such eligible classification and headquarters/location. Are current journey level incumbents in these specific headquarters/locations eligible to select the Housing Subsidy instead?

These journey level incumbents in these specific headquarters/locations are not eligible to receive the Housing Subsidy.

34. Can employees hired, assigned, placed or bid to a covered journey level classification and headquarters/location on or after March 13, 2022 have the ability to select either the Retention Incentive or the Housing Subsidy?

Effective April 1, 2022, these employees may select either the Retention Incentive or Housing Subsidy. However, once they elect the Retention Incentive, they become ineligible for the Housing Subsidy even if they change to another covered headquarters/location. However, bidders from the following divisions/locations are excluded from participation in the Housing Subsidy program:

- East Bay, Mission, Central Coast, North Bay, Diablo, and those GC yards located within these divisions

35. How often is the Retention Incentive paid?

The Retention Incentive will be paid on a quarterly basis.

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- 36. Is the Retention Incentive included in the “Basic Weekly Pay” for the purpose of calculating benefits under Part II (Final Pay Pension) of the Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees?**

The Retention Incentive is not included toward pension calculations.

- 37. Is the Retention Incentive taxable?**

All taxable compensation under this agreement shall be subject to the withholding of all applicable Federal and State income and employment taxes.

HOUSING SUBSIDY

- 38. Effective April 1, 2022, any covered journey level employee who is hired, assigned, placed or bids from an area not excluded into an eligible headquarters/location (listed on Table 5) and remains in an eligible classification (listed on Tables 1 and 3) in that headquarters/location will be eligible for a Housing Subsidy reimbursement for up to \$4,000 per month. When will this be paid?**

The Housing Subsidy will be paid on a monthly basis.

- 39. Are incumbent covered employees within a covered geographic area eligible for the Housing Subsidy?**

Incumbent covered employees currently assigned to the specific headquarters/locations in Table 5 will be assigned the Retention Incentive and are not eligible for the Housing Subsidy.

- 40. Can an employee receive both the Housing Subsidy and Retention Incentive?**

Eligible employees who choose to receive the Housing Subsidy cannot simultaneously receive the Retention Incentive. Once an employee elects the Retention Incentive, they become ineligible for the Housing Subsidy. Current journey level incumbents (as of March 12, 2022) are not eligible to receive the Housing Subsidy.

- 41. Can an employee who has elected the Housing Subsidy chose to instead receive the Retention Incentive?**

An employee participating in the Housing Subsidy program may choose to instead receive the Retention Incentive. Once an employee opts out of the Housing Subsidy program, they will no longer be eligible to participate in the Housing Subsidy program. The Housing Subsidy may only be received one-time, up to 36 months.

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42. Can an employee who has elected the Retention Subsidy chose to instead receive the Housing Subsidy?

Once an employee elects the Retention Incentive, they become ineligible for the Housing Subsidy.

43. Bidders from which divisions or locations are excluded from participating in the Housing Subsidy program?

East Bay, Mission, Central Coast, North Bay, Diablo, and those GC yards located within these divisions.

44. What is the duration of the Housing Subsidy?

Up to 36 consecutive months for each full month living in the covered geographic locations.

45. What happens at the conclusion of the 36-month Housing Subsidy eligibility period?

Employees who remain in a covered classifications and headquarters/location will transition to the Retention Incentive.

46. Is documentation required to verify residency in a covered geographic location?

Employees must provide acceptable documentation on a monthly basis verifying that they live in a covered geographic location. Acceptable documents include a monthly mortgage statement, rental lease agreement, or other documentation deemed acceptable by the Company. Documents provided that do not list the employee's name may require additional verification.

47. What housing expenses are not covered?

All non-rent/non-mortgage payments, such as impound accounts, Homeowners Association (HOA) fees, property taxes, and utility expenses are not eligible for reimbursement and must be excluded from a request for reimbursement.

48. Is the Housing Subsidy included in the “Basic Weekly Pay” for the purpose of calculating benefits under Part II (Final Pay Pension) of the Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees?

The Housing Subsidy is not included in pension calculations.

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49. Is the Housing Subsidy taxable?

Yes, all taxable compensation under this agreement shall be subject to the withholding of all applicable Federal and State income and employment taxes.

STAFFING

50. Will any employees have preferential bidding rights to the vacancies in the covered classifications and locations in LA 22-06?

Positions will be filled in accordance with Title 205 and Title 305, and there will be no classifications provided preferential consideration.

51. Is there a bidding restriction for employees hired, assigned, placed or bid into a covered classification and headquarters/location?

New journey level employees will be subject to a bid lock for three (3) years and may only bid to journey level classifications as listed in Tables 1 and 3 within headquarters/locations listed on Table 5. Incumbent journey level employees currently assigned to the specific headquarters/locations in Table 5 will not be subject to the bid lock.

New apprentices will be subject to a bid lock for three (3) years after they progress to their journey classifications and may only bid to journey level classifications listed in Tables 1 and Table 3 within headquarters/locations listed in Table 5. Incumbent apprentice employees currently assigned to the specific headquarters/locations in Table 5 at these locations will not be subject to the bid lock.

52. Are employees under the bid lock as required by LA R1-05-17 or LA 16-17 restricted from bidding LA 22-06 vacancies?

The two-year bidding area restriction for Division and GC journey line workers is currently suspended per LA 18-08.

53. Are employees under the bid lock as required by LA R1-05-16 restricted from bidding LA 22-06 vacancies?

Transmission employees are required to remain in the Transmission department for five (5) years pursuant to LA 05-16 and are restricted from bidding LA 22-06 vacancies until they have met their bid lock commitment.

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54. Do temporary assignments in a covered classification and headquarters/location count toward the 24 months for Part II (Final Pay Pension) of the Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees calculations?

A covered employee must be upgraded to a covered classification and headquarters/location to receive credit toward the 24-month program participation. This can be achieved by either timecard upgrade or through a PCR.

WORK SCHEDULES

55. What work schedules will the covered headquarters/locations be assigned?

Current work schedules will remain in effect at this time. However, when optimal staffing levels are attained, alternative work schedules including 9/80's, 4/10's, or 12-hour schedules may be implemented by local letter agreement.

OVERSIGHT COMMITTEE

56. What is the role of the Oversight Committee for this Agreement?

Three members from the Company and the Union shall be appointed to form an Oversight Committee for this Letter Agreement. The Oversight Committee will attempt to resolve any issues that may arise regarding this Letter Agreement within forty-five (45) days.

57. What if I have further questions?

Employees are encouraged to share questions with either their supervisor or IBEW Local 1245 Business Representative. If needed, questions will be referred to the Oversight Committee.

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APPENDIX 1

Table 1

Eligible Classifications

IBEW T200/T300	SAP Code	Classification
IBEW T200	50010199	Cable Crew Foreman
IBEW T200	50010375	Cable Splicer
IBEW T200	50010091	Cableman
IBEW T200	50010227	Compliance Inspector
IBEW T200	50010228	Compliance Inspector - Underground
IBEW T200	51574842	Distribution Line Technician
IBEW T200	50010191	Electric Crew Foreman
IBEW T200	50010193	Electric Crew Foreman - Transmission
IBEW T200	50010244	Lineman
IBEW T200	50010241	Lineman - Transmission
IBEW T200	50315043	M&C Coordinator - Electric*
IBEW T200	52489846	M&C Coordinator – Electric Transmission*
IBEW T200	50010184	Night Cable Crew Foreman
IBEW T200	50010378	Night Cable Splicer
IBEW T200	50010431	Transmission Troubleman
IBEW T200	50010432	Troubleman
IBEW T200	50010380	Unassigned Cable Splicer
IBEW T200	50010246	Unassigned Lineman
IBEW T200	50010188	Underground Constr Crew Frmn - Electric
IBEW T200	50010234	Underground Constr Journeyman - Elec
IBEW T300	50010377	Cable Splicer - GC
IBEW T300	52748619	Lead Contractor Inspector – GC**
IBEW T300	50010247	Lineman - GC
IBEW T300	50010179	Subforeman A - Overhead
IBEW T300	50010178	Subforeman A - Underground

*Must be a journeyman to be eligible for the premium

**The specific terms applicable to this classification will be addressed in a separate MOU

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Table 2

Eligible Classifications

IBEW T200/T300	SAP Code	Classification
IBEW T200	51754495	Apprentice Cable Splicer
IBEW T200	50449466	Apprentice Lineman
IBEW T200	50010260	Apprentice Lineman – Transmission
IBEW T300	51754496	Apprentice Cable Splicer - GC
IBEW T300	50449467	Apprentice Lineman - GC

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Table 3

Eligible Classifications

IBEW T200/T300	SAP Code	Classification	2022 Wage Rate
IBEW T200	52854424	Cable Crew Leader – SF/PN/DA/SJ	00: \$78.35 12: \$80.84
IBEW T200	52854407	Cable Splicer – SF/PN/DA/SJ	\$75.65
IBEW T200	52854422	Underground Troubleshooter – SF/PN/DA/SJ	00: \$79.63 12: \$80.84
IBEW T200	52854411	Compliance Inspector – SF/PN/DA/SJ	\$82.58
IBEW T200	52854412	Compliance Inspector UG – SF/PN/DA/SJ	\$75.65
IBEW T200	52854414	Distribution Line Technician – SF/PN/DA/SJ	\$88.48
IBEW T200	52854417	Electric Crew Leader – SF/PN/DA/SJ	00: \$86.40 12: \$88.48
IBEW T200	52854421	Electric Crew Leader-Trnsmn – SF/PN/DA/SJ	00: \$90.81 12: \$92.95
IBEW T200	52854405	Line Worker – SF/PN/DA/SJ	\$82.58
IBEW T200	52854419	Line Worker – Transmission – SF/PN/DA/SJ	\$86.71
IBEW T200	52854508	M&C Coordinator - Electric* – SF/PN/DA/SJ	00: \$82.58 12: \$86.40
IBEW T200	52854509	M&C Coordinator – ElecTrnsm* – SF/PN/DA/SJ	00: \$86.71 12: \$90.71
IBEW T200	52854425	Night Cable Crew Leader – SF/PN/DA/SJ	00: \$81.74 12: \$83.19
IBEW T200	52854423	Night Cable Splicer – SF/PN/DA/SJ	00: \$76.81 06: \$78.35
IBEW T200	52854420	Transmission Troubleshooter – SF/PN/DA/SJ	\$88.41
IBEW T200	52854415	Troubleshooter – SF/PN/DA/SJ	\$84.19
IBEW T200	52854408	Unassigned Cable Splicer – SF/PN/DA/SJ	\$75.65
IBEW T200	52854416	Unassigned Line Worker – SF/PN/DA/SJ	\$82.58
IBEW T200	52854410	UG Constr Crew Leader – Elec – SF/PN/DA/SJ	00: \$86.40 12: \$88.48
IBEW T200	52854409	UG Constr Journey Wkr – Elec – SF/PN/DA/SJ	\$82.58
IBEW T300	52854506	Cable Splicer – GC – SF/PN/DA/SJ	\$79.41
IBEW T300	52854501	Lead Contractor Inspector-GC – SF/PN/DA/SJ**	00: \$92.95 18: \$97.58
IBEW T300	52854503	Line Worker – GC – SF/PN/DA/SJ	\$86.71
IBEW T300	52854504	GC Crew Leader A – Overhead – SF/PN/DA/SJ	00: \$90.81 06: \$92.95
IBEW T300	52854507	GC Crew Leader A – UG – SF/PN/DA/SJ	00: \$90.36 06: \$92.53

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Table 4

Eligible Classifications

IBEW T200/T300	SAP Code	Classification	2022 Wage Rate
IBEW T200	52854406	Apprentice Cable Splicer – SF/PN/DA/SJ	00: \$46.49 06: \$47.50 12: \$50.51 18: \$51.84 24: \$53.31 30: \$60.04 36: \$62.02
IBEW T200	52854413	Apprentice Line Worker – SF/PN/DA/SJ	00: \$44.72 06: \$46.02 12: \$47.41 18: \$48.84 24: \$50.29 30: \$56.97 36: \$58.73 42: \$60.46
IBEW T200	52854418	Apprentice Line Worker – Trnsm – SF/PN/DA/SJ	00: \$46.94 06: \$48.21 12: \$49.89 18: \$51.33 24: \$53.03 30: \$59.85
IBEW T300	52854505	Apprentice Cable Splicer – GC – SF/PN/DA/SJ	00: \$48.80 06: \$49.86 12: \$53.01 18: \$54.41 24: \$55.96 30: \$63.07 36: \$65.13
IBEW T300	52854502	Apprentice Line Worker – GC – SF/PN/DA/SJ	00: \$46.94 06: \$48.33 12: \$49.79 18: \$51.28 24: \$52.82 30: \$59.86 36: \$61.61 42: \$63.48

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Table 5

T-200 Eligible Headquarters:

Division	Headquarters (Service Yard)
De Anza	Cupertino Service Center
Peninsula	Colma Service Center
Peninsula	San Carlos Service Center
Peninsula	Martin SC in Daly City
Peninsula	Half Moon Bay
San Francisco	SF Service Center
San Jose	Cinnabar Service Center
San Jose	Edenvale Service Center
San Jose	Metcalf Substation

T300 Eligible locations:

De Anza - GC	N/A
Peninsula - GC	N/A
San Francisco - GC	Martin Service Center 731 Schwerin Street, Daly City
San Jose - GC	GC Yard 680 Dado Street, San Jose
San Jose - GC	GC Yard 336 W. Main, Morgan Hill

- Intent is to include any future GC Electric yards within SF, San Mateo and Santa Clara Counties
- Any addition to Table 5 will be discussed and agreed upon in writing by the Oversight Committee

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