



**Pacific Gas and
Electric Company.**

Olivia Brown
Senior Negotiator
Labor Relations and
Human Resources

Mail Code N2Z
P. O. Box 770000
San Francisco, CA 94177
(415) 973-2578

11-23-ESC

October 14, 2011

Joshua Sperry, Senior Union Representative
Engineers and Scientists of California, Local 20
IFPTE (AFL-CIO & CLC)
835 Howard Street, 2nd Floor
San Francisco, CA 94103

Dear Mr. Sperry:

The Company proposes the following provisions at the recommendation of the Working Committee:

- o Allowance for 2011 - \$450 for full-time users and \$225 for part-time users.
- o Going forward, employees will not be able to roll over any allotment.
- o The intent of this agreement is to ensure employees are provided with funds to purchase all required FR clothing. To that end, the ESC and Company agree to set up a two-person committee to address FR clothing concerns. If an employee's allotment is such that they do not have enough funds to purchase the FR clothing, they need to work safely or an employee otherwise has an issue with obtaining adequate FR clothing, the employee's first line of relief would be to speak to his/her supervisor. If the supervisor is unable to resolve the issue, the employee should e-mail the appointed ESC representative.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: Olivia Brown
Olivia Brown
Senior Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

10/14, 2011

By: Joshua Sperry
Joshua Sperry
Senior Union Representative