



**Pacific Gas and
Electric Company.**

Eric Bachman
Principal Negotiator
Labor Relations

375 N. Wiget Lane, Suite 130
Walnut Creek, CA 94598
925.974.4403

15-15-ESC

August 6, 2015

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:

This letter of agreement confirms recent discussions between PG&E and ESC Local 20 regarding California Assembly Bill 1522 – California Paid Sick Leave. This agreement cancels and supersedes letter of agreement 15-01-ESC.

On September 10, 2014, the Healthy Workplaces, Healthy Families Act of 2014 (HWHFA) was signed into law. This Act provides nearly all employees working in California with paid sick leave and goes into effect on July 1, 2015.

The Bargaining Agreement between PG&E and ESC Local 20 contain the requirements outlined in this Act to exempt coverage under the law for full-time and part-time employees with the exception of the following employment types:

- Hiring Hall
- Intermittent employees who have not attained regular status

Therefore, in accordance with this law, the Company proposes to provide these employees with twenty-four (24) hours of paid sick leave credits effective July 1, 2015. Thereafter, newly hired employees in these employment categories shall receive twenty-four (24) hours of paid sick leave credits upon employment.

In accordance with the law, an employee must be employed for at least 90 days before being able to use any paid sick leave.

At the beginning of each calendar year, employees will be awarded twenty-four (24) hours of paid sick leave credits. Employees are limited to using a maximum of twenty-four (24) hours of paid sick leave per year. Paid sick leave not utilized at the end of each calendar year shall be forfeited.

Employees can use this paid sick leave for themselves or family members in accordance with the guidelines provided in the law.

Employees may only take sick leave on those days or for those hours that an employee is asked or scheduled to work and are unable to work due to illness or non-industrial injury.

Usage and administration of this paid sick leave will be in accordance with the law.

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,

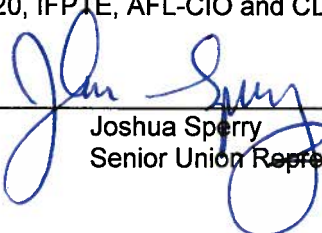
PACIFIC GAS & ELECTRIC COMPANY

By: 
Eric Bachman
Principal Negotiator

The Union is in agreement.

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

8/6, 2015

By: 
Joshua Sperry
Senior Union Representative