



**Pacific Gas and Electric Company**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
375 N. WIGET LANE, SUITE 130  
WALNUT CREEK, CA 94598  
925.974.4411

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

DENISE FLOYD  
PRINCIPAL NEGOTIATOR

JOSHUA SPERRY  
SENIOR UNION REPRESENTATIVE

**19-11-ESC**

May 30, 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:

The Company and ESC recently discussed Letter of Agreement (LA) 14-12 which provided for the ability to cross-assign distribution and transmission projects to Protection Engineers. The parties agreed to an extension of LA 14-12 that would continue and maintain the 2% premium to eligible employees who chose to participate in the incentive pursuant to the provisions of LA 14-12.


Within 15 days of the execution of this Agreement, eligible interested employees not already participating in the incentive must indicate their interest in participating in the incentive program. Following eligibility verification, payments under this Agreement will be implemented on the following monthly pay cycle. The Company reserves the right to refuse participation of employees who are on an active step of positive discipline. After the 15-day period, eligible employees may express interest during the annual posting process, whereby approval of such participation will be at the Company's discretion.

This extension of LA 14-12 may be canceled by either party with thirty (30) days' written notice.

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,

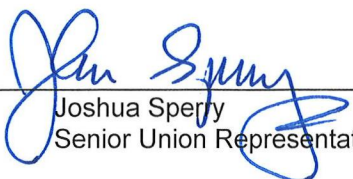
PACIFIC GAS AND ELECTRIC COMPANY

By:   
Denise Floyd  
Principal Negotiator

The Union is in agreement.

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

6/18, 2019

By:   
Joshua Sperry  
Senior Union Representative