



**Pacific Gas and
Electric Company.**

Robert Joga
Senior Director
Labor Relations

375 N. Wiget Lane, Suite 130
Walnut Creek, CA 94598
925.974.4461

18-12-ESC

July 19, 2018

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:

In late 2015, an external candidate, Mr. Ntando Chuma, accepted a job offer for the Engineering Technician 1 classification. Mr. Chuma's first day of employment was November 23, 2015, and he was headquartered at the Applied Technical Services building in San Ramon.

Mr. Chuma was inadvertently provided a 2.5% pay increase, effective May 23, 2016. In February 2018, it was discovered that Mr. Chuma was in fact not entitled to this increase and changes were made retroactive to May 23, 2016. Therefore, Mr. Chuma received a significant overpayment.

Based on the circumstances specific to this issue, the Electric Operations organization proposes to absorb the overpayment for Mr. Chuma and not require any amount of the overpayment be returned.

This agreement is non-precedent setting and does not in any way prejudice the Company's rights to collect overpayments.

This agreement has been discussed with local Business Representative John Ward.

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: _____

Robert Joga
Senior Director

The Union is in agreement.

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

By: _____

Joshua Sperry
Senior Union Representative

9/17

_____, 2018