



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
111 ALMADEN BOULEVARD
SAN JOSE, CA 95113
408.282-7267

MATTHEW LEVY
SENIOR DIRECTOR



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

JOSHUA SPERRY
SENIOR UNION REPRESENTATIVE

20-07-ESC

April 4, 2020

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 Federal Government, the State of California, and several counties within the State have declared a State of Emergency in response to the COVID-19 virus. In addition to the implementation of State and local orders to remain at home or to shelter in place, the Company is taking several steps to help prevent the transmission of the virus, including having employees self-quarantine in accordance with Centers for Disease Control and Prevention (CDC) Guidelines, practice social distancing and where feasible, to work remotely.

The Company is committed to the health and safety of our employees and providing safe and reliable electric and gas service to our customers. Accordingly, responsive to those needs the Company and Union agree to make changes to components of compensation of employees who are working in the field or are required to report to a PG &E facility. This agreement shall cancel and supersede Letter Agreements No. 20-05 and No. 20-06.

In recognition of the dedication and response of our employees and in conjunction with Company-Union discussions on this issue, the parties agree to pay employees reporting to work at a PG&E Facility or in the field during the effective period of this agreement a ten percent (10%) hourly wage premium for all hours worked for the duration of this agreement. To be eligible, employees must have actual time worked at a PG&E facility or in the field (Note: Actual work time does not include any non-productive time such as sick, leave of absence for any reason, vacation or time off with or without pay).

The ten percent (10%) percent wage premium shall not apply to employees working remotely under the provisions of LA-20-04.

Employees shall not have the 10% premium received in accordance with this agreement included in "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan, Part III (the Cash Balance Pension) of the Retirement Plan, and 401k contributions.

Employees eligible for the Company Short Term Incentive Program (STIP), shall not have the 10% premium included in eligible earning for purposes of STIP.

The above provisions are effective at 12:01 a.m. on April 06, 2020 and expiring at 11:59 p.m. on April 30, 2020. This agreement may be extended by mutual agreement between the parties.

This letter agreement is without precedent or prejudice to the normal provisions of the ESC Collective Bargaining Agreement. Following expiration of this agreement, normal provisions pursuant to the ESC Collective Bargaining Agreement will apply.

Mr. Joshua Sperry

April 4, 2020
LA 20-07-ESC

Expeditious Oversight Committee

The parties agree to expeditiously resolve any disputes that may arise under this agreement. The Company and Union shall each appoint three members to be part of an Oversight Committee. The Oversight Committee will attempt to resolve any issues that may arise regarding this Letter of Agreement and will meet within five (5) business days, prior to grievances being filed.

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: _____

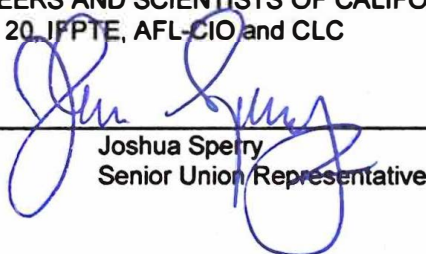
Matthew Levy
Senior Director

The Union is in agreement.

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

4/4 _____, 2020

By: _____



Joshua Sperry
Senior Union Representative