



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE, SUITE 130
WALNUT CREEK, CA 94598
925.974.4461
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

20-11-ESC

June 18, 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. The Company is committed to the health and safety of our employees during this time and the Company has taken several steps to help support the social distancing protocols to reduce risk including having employees self-quarantine in accordance with Centers for Disease Control and Prevention (CDC) Guidelines, practice social distancing, where feasible, to work remotely, as well as provided time-off protocols to accommodate COVID-19 impacted employees.

As this situation is anticipated to last many months, the Company proposes to address the impacts of the above on probationary ESC employees. As of the date of this agreement, many probationary employees have been off with permission and with pay for a significant period. The ESC Agreement Section 13.5 (a)(3) provides that a probationary employee must not have an interruption of a cumulative 30-day time period without beginning a new probationary period.

In addition, training courses may not be delivered due to either the employee's absence or as a result of the impacts of COVID-19 (e.g. the need to provide for safe and socially distant training).

The Company proposes to modify Section 13.5 (a)(3) to resolve these issues as follows:

1. For any probationary employee who has requested TOWPWP and are coding their time off as Time off with Permission with Pay and/or as Time off with Permission without Pay for a period of more than 30 cumulative days, the Company proposes to extend the probationary period of the employee by an equal amount of time.
2. For employees directed to remain at home by their supervisor (not those who requested to be off work), upon six months from date of hire, those employees will attain Regular Status but may be released for probationary unsuitability for a period extended by the number of days such employee was off with permission and with pay.
3. For both groups of employees described above, even after completion of the six months probationary period or extended unsuitability period noted in Sections 1 and 2 above, the employee may still be released for unsuitability but only if it is due to unsuccessful completion of agreed upon training which was required to be completed within the first 6 months of employment.

Mr. Joshua Sperry

LA 20-11-ESC
June 18, 2020

This agreement will apply to current probationary status employees as well as any probationary employees hired during the length of this agreement.

This agreement will be in effect for employees hired or reaching six months of service through August 31, 2020.

The Company and Union shall each appoint three members to be part of an Oversight Committee. The Oversight Committee will review and validate the list of employee/members affected by this agreement to ensure compliance with this agreement. Prior to the release of any employee covered by this agreement, the Oversight Committee will review and confirm that the Company had met the provisions as provided for in this agreement or the Collective Bargaining Agreement. Finally, the Oversight Committee will attempt to expeditiously resolve any issues that may arise regarding this Letter of Agreement.

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,

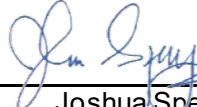
PACIFIC GAS AND ELECTRIC COMPANY



By: _____
Matthew Levy
Senior Director

The Union is in agreement.

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



By: _____
Joshua Sperry
Senior Union Representative

_____ 6/22, 2020