



**Pacific Gas and
Electric Company™**



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
WALNUT CREEK, CA
925-974-4404

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

20-17-ESC

October 21, 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 Company and Union previously agreed in Letter of Agreement 18-15-ESC to a Company-provided pilot program that focused on employees who have experienced multiple on-the-job injuries and how to help prevent future injuries for those employees. Specifically, the "Fit4U" pilot was intended to accelerate the recovery process and help prevent future injuries for employees who have multiple workers' compensation claims by offering these employees additional services such as:

- Health coaching
- Nutrition
- Personal training

The pilot concluded and due to a favorable response, the Company is proposing a company-wide launch of PG&E's Fit4U program. As with the pilot, participation in the Program will be voluntary and free for employees. The Company will maintain the right to modify or cancel this program in its sole discretion. Prior to any modification or cancellation, however, the Company will provide the union advance 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,

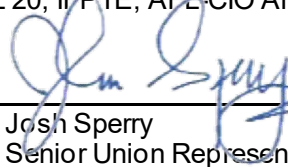
PACIFIC GAS & ELECTRIC COMPANY



By: _____
Matthew Levy
Senior Director Labor Relations

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

LOCAL 20, IFPTE, AFL CIO AND CLC



By: _____
Josh Sperry
Senior Union Representative

_____, 11/3, 2020