



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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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

20-18-ESC

November 2, 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 proposes to offer a voluntary monthly premium to Supplier Quality Engineer, Assoc (52232191), Supplier Quality Engineer (52232192), Supplier Quality Engineer, Senior (52232193), and Supplier Quality Engineer, Sr. Adv (52232194). This retention premium shall include and be limited only to the classifications listed and be for a duration of 36 months, starting on December 1, 2020 and concluding on November 30, 2023. The parties may extend the three-year term by mutual agreement.

The Company will provide a ten percent (10%) monthly premium on wages. Employees shall not have the above stated 10% premium included in "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan, or the "Covered Compensation" under Part III (the Cash Balance Pension) of the Retirement Plan, and 401k contributions until after twenty-four (24) months that these premiums are effective for the employee. The 10% monthly premium on wages will apply to overtime/additional hours worked.

Incumbent employees choosing to receive this retention premium shall waive their Title 21 bidding rights and will be ineligible for UnRestricted Vacancies for the period of this agreement except for promotion to a higher classification within the Supplier Quality Engineer line of progression (e.g. Supplier Quality Engineer to Supplier Quality Engineer, Senior).

Incumbent employees choosing to participate must sign the attached letter outlining the specific terms and conditions of the commitments.

An employee whose base classification is listed above and is on at temporary rotation to another department at the time of signing of this agreement, will have an opportunity to participate and receive the retention premium at the time the employee's rotational assignment ends and they are returned to their base classification.

For an incumbent choosing to receive this retention premium, the ability to participate in future rotational opportunities within or outside the department will be discussed on a case by case basis and will be based on operating need and subject to supervisor approval. Any employee on a rotational assignment outside of the classifications identified above, shall have their retention payment suspended for the period of the assignment and will resume receiving the premium upon return to their base classification for the duration of this agreement.

Mr. Joshua Sperry

LA 20-18-ESC
November 2, 2020

As of the effective date of this agreement, employees bidding or hired into the classifications, will receive the monthly premium. They will be ineligible for UnRestricted Vacancies and will not have their bids considered under the provisions of Title 21 through the duration of this 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

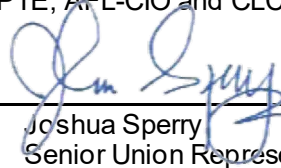


By: _____

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

_____ 11/3, 2020