



**Pacific Gas and  
Electric Company™**



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

**20-21-ESC**

December 16, 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 is committed to the health and safety of our employees and providing safe and reliable electric and gas service to our customers.

As the State of California continues with the implementation of State and local orders to reduce staffing levels indoors at company facilities, to remain at home or to shelter in place, the Company continues to support these efforts by either having employees self-quarantine in accordance with Centers for Disease Control and Prevention (CDC) Guidelines, practice social distancing and where feasible, to work remotely.

Effective upon execution of this agreement, employees whose supervisor agrees that they can temporarily perform their job duties at home (including having the appropriate company equipment and internet connection) will be able to do so. This applies to regular, probationary and Hiring Hall status employees. Employees will be instructed to regularly check-in with their supervisor for direction. Supervisors retain the right to have employees return to their regular work location. Employees will also be responsible for following their department's absence and vacation notification policy, and for promptly notifying their supervisor if their contact or work location changes.

Employees should receive approval from their supervisor as to whether or not they can perform their job duties from home. Employees who work from home are not eligible for expenses under Title 10. Further, employees who temporarily work from home are expected to observe the same work hours, workdays and meal periods as their regular schedule.

The Company may authorize the employee to work overtime or extension of the workday. Employees who report to work remotely under Company Policy will be eligible for overtime under the provisions of Title 17 provided they are scheduled to work overtime or have approval from supervision. Employees working overtime assignments remotely will only be eligible for an In-Lieu Meal period of 30 minutes paid time at the applicable overtime rate in accordance with Section 16.6(a) and a Meal Allowance Payment as outlined in Section 16.6(b). The remaining provisions of Title 16 and any applicable statutory meal periods do not apply to employees working under the above provisions.

Mr. Joshua Sperry

LA 20-21-ESC  
December 16, 2020

This Agreement is temporary in nature and may be terminated by either party with 30 days written notice. The parties recognize that the Company's response to the COVID-19 virus will remain fluid, and that additional agreements may be reached based on the parties' collective desire to maintain the safety and health of employees and to continue to serve our customers. The parties also agree that modifications to the parties' collective bargaining agreement as a result of the COVID-19 virus are temporary in nature and are without precedent or prejudice prospectively.

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,

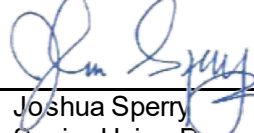
PACIFIC GAS AND ELECTRIC COMPANY



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

\_\_\_\_\_, 12/16, 2020