



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
 FRANCISCO PRECIADO
 EXECUTIVE DIRECTOR

21-13-ESC

August 5, 2021

Francisco Preciado, Executive Director
 Engineers and Scientists of California, Local 20
 IFPTE (AFL-CIO & CLC)
 810 Clay Street
 Oakland, CA 94607

Dear Mr. Preciado:

The parties recently met to discuss employee recognition and incentive plans to ensure they align ESC represented employees with the Company goals. Accordingly, the parties agreed to the following:

Short Term Incentive Plan (STIP)

For the 2021 Short Term Incentive Plan (STIP), ESC Represented Employees, who are STIP eligible, will receive a specific Line of Business Company STIP Score as defined by the Company for the 2021 STIP program.

ESC employees will continue to receive STIP individual performance modifiers that are equal to the average of the individual modifier for non-represented LL20 + PL20 (formerly PL1) and LL30 + PL30 (formerly PL2) employees with the corresponding performance ratings in accordance with the 2016 ESC Table Agreement.

Further, the STIP individual performance modifier range available to employees depending on their individual performance modifier will be as follows:

		Goal Ratings		
		Below Target	Target	Exceeds Target
Competency Ratings	Role Model	75 - 90%	100%	100%
	Successful	50 - 75 %	100%	100%
	Developing	0%	50 - 75%	75- 90 %

Mr. Francisco Preciado

LA 21-13-ESC
August 5, 2021

The parties agree to meet again throughout 2021 to discuss any additional changes or updates the Company may make to the Company's STIP program, which eligible ESC Represented Employees participate, beginning in 2022.

Absent future agreement between the parties to either continue the 2021 program or negotiate an alternative program, the STIP program for eligible ESC represented employees will revert back to the program detailed in Section 5 of the 2016 Cover Letter to the ESC Collective Bargaining Agreement.

Rewards & Recognition

The parties agree to amend, for 2021 only, Letter Agreement No. 13-11 for ESC Represented Employees who are also STIP Eligible, to enable participation in the 2021 PG&E Rewards and Recognition program to provide eligibility identical to that of non-represented employees.

Vacation

The parties agree for the year 2021 only, to suspend the requirement that an informed employee who fails to schedule excess vacation will forfeit such excess vacation hours. For the remainder of 2021, the Company may encourage but will not require ESC represented employees to take vacation. For 2021 only, the parties agree to amend the conditions by which an employee may receive payment in the year 2022 for excess vacation in accordance with Sections 9.1 (c) and 9.10 (b) of the Collective Bargaining 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,

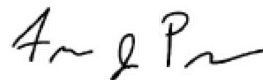
PACIFIC GAS AND ELECTRIC COMPANY



By: _____
Matthew Levy
Senior Director

The Union is in agreement.

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



By: _____
Francisco Preciado
Executive Director

August 9
_____, 2021