



PACIFIC GAS AND ELECTRIC COMPANY
 LABOR RELATIONS
 300 LAKESIDE DRIVE
 OAKLAND, CA 94612
 650.832.8674
 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
 CARL HARLAND
 ASST. EXECUTIVE DIRECTOR

23-26-ESC

October 27, 2023

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

Dear Mr. Harland:

The priority of the parties is to ensure the employees have the appropriate Fire Resistant FR clothing to safely perform their work duties.

In accordance with the provisions of Letter Agreements No. 11-23 and LA No. 13-25, FR clothing, the Company proposes the following.

- Increase the annual Allowance for 2023 to \$750 for full-time FR clothing users and \$500 for part-time FR clothing users.
- The initial allowance provided to new employees will be \$1000 for Full-time FR clothing Users and \$500 for Part-Time FR clothing Users.
- Employees may not roll over FR clothing allotment(s) from previous years.
- The intent of this agreement is to ensure coworkers are provided with funds to purchase required FR clothing. If an employee's annual allotment is insufficient to purchase required FR clothing, or there is an issue with obtaining necessary FR clothing, the employees should promptly speak to his/her supervisor so that appropriate action can be taken. If the supervisor is unable to resolve the issue, the employee should e-mail the Union at esc@ifpte20.org or reach out the PG&E Enterprise Health and Safety.

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
 Matthew Levy
 Senior Director

The Union is in agreement.

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

October 30th, 2023

By: *Carl E. Harland*
Carl Harland
Assistant Executive Director