



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
ASSISTANT EXECUTIVE DIRECTOR

25-13-ESC

August 11, 2025

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 Company and Union have discussed their shared interest in significantly increasing the current number of co-workers in the Project Manager and Project Control Analyst line of progression. Specifically, the Company has an urgent need to add twelve (12) Project Managers and sixteen (16) Project Control Analysts to support our Major Projects Department in various locations.

In anticipation of the potential internal movement, and to support the desire for overall increase in headcount of ESC represented co-workers, the Company proposes to utilize Section 21.9 to substitute the following provisions to fill these positions; specifically, ten (10) Project Managers positions and thirteen (13) Project Control Analysts positions be sent directly for external recruitment. The remaining positions (2 Project Managers and 3 Project Control Analysts) will be filled with internal candidates; once the pool of qualified internal candidates is exhausted, these positions will immediately be released for external recruitment.

If you agree, please so indicate in the space provided below and return one executed copy of this letter agreement 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

August 13th
_____, 2025

By: Carl E. Harland
Carl Harland
Assistant Executive Director