



**Pacific Gas and  
Electric Company**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
300 LAKESIDE DRIVE  
OAKLAND, CA 94612

ENGINEERS AND SCIENTISTS OF CALIFORNIA  
LOCAL 20, IFPTE, AFL-CIO AND CLC  
810 CLAY STREET  
OAKLAND, CA 94607  
510.238.8320

MATTHEW LEVY SENIOR DIRECTOR  
SENIOR DIRECTOR

CARL HARLAND  
ASSISTANT EXECUTIVE DIRECTOR

**25-14-ESC**

September 3, 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:

Pursuant to discussions between the parties, the Company has agreed with the Union on the introduction of a Roth contribution option within the 401(k) plan.

The Company plans to make the following changes to the Retirement Savings Plan for Union-Represented Employees ("Union RSP") effective January 1, 2026:

- Provide Roth contribution and in-plan conversion options for all eligible 401(k) participants. Additionally, enable Roth catch-up contributions for those earning over \$145,000 (as adjusted by IRS rules and in line with SECURE 2.0 requirements), and allow those below the threshold, to remain eligible for traditional and/or Roth catch-up contributions.
- Increase the employee 401(k) deferral limit from 20% to 50%, subject to IRS 402(g) limits.

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: \_\_\_\_\_

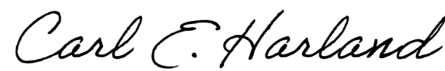
  
Matthew Levy  
Senior Director

The Union is in agreement.

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

\_\_\_\_\_, September 8th, 2025

By: \_\_\_\_\_



Carl Harland  
Assistant Executive Director