



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

26-01-ESC

January 30, 2026

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

Mr. Harland:

As a result of our discussions and mutual interest in resolving grievances expeditiously and at the lowest grievance resolution level possible, the parties agree to enter into a 1 year Grievance Pilot, as outlined in this agreement, beginning April 6, 2026. Grievances within the scope of the Pilot shall only be discipline cases up to the DML level, there will be no modifications to the First Step process. All grievances filed within the scope and during the active period of the Pilot will be processed in accordance with the process below.

Under this Pilot, Title 14 of the Agreement will be temporarily modified for the term of the Pilot as follows:

1. Upon the timely filing of a grievance, the Company shall, within 7 business days, provide the Union Representative any/all data or documents that were relied on for the Company's decision to issue discipline. The Company and Union agree to meet and confer regarding any additional documents requested by the assigned Union Representative.
2. Not more than 14 business days after the filing of a grievance, the Labor Relations Specialist and Union Representative will meet to review the case. The Labor Relations Specialist and Union Representative will each have decision-making authority to resolve the grievance.
 - A. The result of the review should include the following:
 - 1) Discussion of the grievance and if settlement is reached during the meeting, the settlement will be documented in the Company's Answer to the Grievance and signed as Settled by the Union.
 - B. If settlement is not reached:
 - 1) The Labor Relations Specialist and Union Representative will identify any additional relevant facts or information needed to resolve the grievance and determine the best way to support the investigation of additional relevant facts, including the best way to support the Union's right to interview witnesses to the facts relied on by the Company to determine that discipline would be issued.
 - 2) No more than 30 business days after the Labor Relations Specialist and Union Representative have determined that resolution cannot be reached, they shall develop a brief report which shall be limited to:

- identification of the issue, setting forth the pertinent facts (and may include separate factual statements where parties are not in agreement),
- the date(s) and list of offenses/issues involved
- settlement offers,
- the position of each party.

The above report should be succinct, not to exceed three pages. Relevant attachments of pertinent documentation may also be included in the report. If the parties do not agree on the attachments, each party may submit its own documentation and identify it as "Company Exhibit" or "Union Exhibit."

- The Labor Relations Specialist and Union Representative shall forward the report and pertinent documentation to the Review Committee within 30 business days. The Review Committee for these cases, will consist of Labor Relations and an Operational leader from the company and ESC identified representatives. Both the Union and Company representatives on the Review Committee will have decision-making authority to settle the grievance.
 - At this point, if the Review Committee determines there are material factual differences between Company and Union witness statements/facts, the Review Committee will pursue joint clarification or may by delegation assign to the Labor Relations Specialist and Union Representative to pursue joint clarification, which may include jointly re-interviewing witnesses where relevant material facts do not align. If clarification was obtained by the Labor Relations Specialist and Union Representative, they would report those clarifications back to the Review Committee.
3. If settlement is not reached by the Review Committee within 60 days, the grievance will be referred to arbitration consistent with Title 14.
 4. All discipline issued and grievance settlements within this Pilot, shall be non-precedent setting or for use in any other case not involving the Grievant if resolved within the Pilot steps below Review Committee.
 5. An Oversight Committee consisting of the Company Sr. Director of Labor Relations and Review Committee Chair and the Union identified representatives, or designees will monitor the implementation of this agreement and attempt to resolve any issues that may arise regarding this Letter of Agreement.

Either the Company or the Union reserves the right to cancel this agreement by giving the other thirty (30) days written notice.

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

February 10th, 2026

By: 
 Carl Harland
 Assistant Executive Director