

ATTACHMENT D

This attachment consists of:

1. New Line of Progression: Distribution Design Engineer (DDE)
 2. Application of SO205
 3. Letter Agreement to combine Project Management Analyst/Project Control Analyst & Project Manager classifications
 4. Letter Agreement 26-06: Overtime pay for ESC-represented Classifications
 5. Temporary Upgrade - Senior Gas Mapping Data Specialist to Lead
 6. Letter of Agreement 26-02 on Safety Principles Agreement
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1. New Line of Progression: Distribution Design Engineer (DDE)

CONVERSION TERMS FOR THE ELECTRICAL ESTIMATING LINE OF PROGRESSION TO ELECTRIC DISTRIBUTION DESIGN ENGINEER

During 2026 contract negotiations, the parties negotiated a new line of progression to perform the work of the electric estimating line of progression with an engineering degree requirement for entrants to the new line of progression. It is the intent of the parties to convert current employees in the Electrical Estimator Line of Progression to corresponding classifications in the Distribution Design Engineer Line of Progression and not apply the new engineering degree requirement to those employees. These provisions include conversion terms to qualified gas estimators to the new Distribution Design Engineer Line of Progression. Below describes the terms and conditions of those conversions.

Conversion Employees and Classifications

Associate Distribution Engineers will be converted to **Sr. Distribution Design Engineers**

Provisional Associate Distribution Engineer will convert to **Present Incumbent Only Provisional Distribution Engineer** for the term of their provisional status. If the **Present Incumbent Only Associate Design Engineer Provisional** passes the Sr. Distribution Design Engineer test during the term of their provisional status, they will be converted to a **Sr. Distribution Design Engineer**. If they do not pass the test during the term of their provisional status, they will be converted to a Distribution Design Engineer and placed into a Distribution Design Engineer vacancy per the terms of a Provisional Associate Distribution Engineer.

Sr. Electric Estimator Passed Test (including Sr. Electric Estimators that pass the Associate Distribution Engineer 2026 Associate Distribution Engineer test) convert to a **Present Incumbent Only Distribution Design Engineer Passed Test** with (+2.5%).

Sr. Electric Estimator will convert to **Distribution Design Engineer**.

Provisional Sr. Electric Estimator will remain a **Provisional Sr. Electric Estimator** until they have passed the senior exam. Upon passing the senior exam, they become a **Distribution Design Engineer**.

Electric Engineering Estimator will convert to **Distribution Design Engineer, Associate**.

Hiring Hall Estimators will convert to **Hiring Hall Distribution Design Engineers Associate**, and be eligible to be converted to regular status Distribution Design Engineers Associate.

Hiring Hall Sr. Electric Estimator will convert to **Hiring Hall Distribution Design Engineer**, and be eligible to be converted to regular status **Distribution Design Engineer**.

Contractual Provisions that Apply to Electric Estimating

For the purposes of evaluating Letters of Agreement, Grievance Resolutions, and Arbitration Decisions with an effective date prior to the date of ratification xxxxx, the Distribution Design Engineer line of progression shall be the same as the electric estimating line of progression. Except when there is a conflict between the details of this agreement and any of those historical documents, if that occurs, this agreement will supersede and govern.

Determination of an Employee's Proficiency in Engineering

Management may, at its discretion, determine that an employee is proficient in engineering knowledge. Management may designate that a Sr. Distribution Design Engineer has proficiency in engineering knowledge in an employee's information file (e.g. "about me").

Wage Scales and Steps

Changes are enumerated in Exhibit A.

Gas Estimator Conversion Terms

1. Gas Estimators and Gas Associate Distribution Engineers who have an "appropriate engineering degree" or possess or obtain a California EIT within the term of this agreement may take the Distribution Design Engineer modules. If these employees pass the modules and the Distribution Design Engineer exam they will be able to bid into a Distribution Design Engineer vacancy.
2. Gas estimating employees who fill Distribution Design Engineer positions will receive red circle pay protection consistent with Title 22.3(d).
3. a. Title 7.4(b) (Hours changes, Temporary Hours Change – Individual) – Supervisors of coworkers in the gas estimating line of progress shall make accommodations for employees enrolled in a qualifying bachelor's degree engineering program by either:
 - i. Delaying their start time to no later than 12:00 PM up to 2 days per week
 - ii. Or
 - iii. Allowing an employee to extend when they take their unpaid lunch period up 3 hours, twice a week, and work the remaining hours of the day following the return from their unpaid lunch period.

This is to support the employee's pursuit of an engineering degree and for the advancement of their career. All provisions of Title 7.4(b) shall apply. In the case such accommodations create an operational burden due to a majority of employees in a work group electing this option the supervisor shall retain discretion pursuant to Title 7.4(c). Additionally, to receive this treatment the employee must:
- iv. Provide evidence of enrollment in a degree program, and subsequently provide transcripts upon request.
- v. Throughout the duration, they continue to meet work production targets set by their supervisor, including meeting schedule attainment targets.
- b. The employee must work the same number of hours regularly scheduled for that work day and work week.
- c. The employee must work a 5-8 schedule to receive this benefit.

2. Application of SO205

SO205 Attachment 1 and the details contained within the Implementation and Administration of SO205, 'When to Involve the Estimating Function' table, the parties agree that the work outlined, Poles, Anchors and Conductor, Transformers and Line Equipment, and Gas Facilities, are work items that are the jurisdiction of ESC Estimators and that Involving the Estimating Function consists of a range of estimating involvement, including but not limited to, notification or consultation, to development of estimate and design packages, including drawings of work to be performed and cost estimates, and in sizing and/or specifying of type.

Development of estimate and design packages including drawings and cost estimates are not required on all work.

If through an engineering review, (which must include an Union appointed ESC subject matter expert), there is a determination that a change to estimate and design packages requirements is appropriate, that determination will supersede any requirements of existing policies, including SO205, but in no case will result in a transfer of or changes to the estimator work jurisdiction for the work outlined within SO205, Attachment 1 (When to Involve the Estimating Function chart).

If an engineering judgement, calculations, or analysis is required estimating will continue to be involved (such as sizing poles, transformer and conductors or reduction of gas pipe capacity).

An SO205 oversight committee to review changes for effectiveness and issue recommendations will be established and meet as necessary.

3. **Combine Project Manager (PM), Power Generation Project Manager Analyst (PGen PMA), and Project Control Analyst (PCA) Job Descriptions**



LETTER AGREEMENT NO. xx-26



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

CARL HARLAND
ASSISTANT EXECUTIVE DIRECTOR

Date xx, 2026

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:

In support of the negotiated changes to the Project Manager, Project Controls Analyst and Project Management Analyst classifications the Company and Union agree to the following administrative applications for incumbent employees:

Project Manager, Nuclear

For Nuclear Project Managers listed in attachment A, the bachelor's degree and in lieu of education requirements are not applicable and the years experience required for Senior Consulting will be the same as the current for Senior Advising (8 years) for those employees for as long as they remain in uninterrupted employment in the new Project Manager, Nuclear line of progression.

Impacted incumbents will be placed in the corresponding classification of the Project Manager classifications and will retain their current level. In addition, they will continue receiving PWI until they reach the maximum pay rate.

The existing Sr. Advising Project Manager, Nuclear classification will be limited to the present incumbents only. At such time as there are no incumbents, this classification will be delimited.

The Company will fill positions at the Sr. Consulting Project Manager, Nuclear level if the Company, at its sole discretion, determines that a business need exists.

Principal IT Project Manager

The Principal IT Project Manager classification will be limited to the present incumbents only. At such time as there are no incumbents, this classification will be delimited.

Project Management Analyst

1. All incumbent Project Management Analysts will be placed in the corresponding Project Controls Analyst classification.

Project Control Analyst

1. Advancement to Senior Analyst
 - a. Project Controls Analysts hired before {ratification date} who meet the requirements of the Senior Project Controls Analyst position, have an active Project Management Professional (PMP) or Certified Associate in Project Management (CAPM) certificate from the Project Management Institute and are performing satisfactorily in their current classification shall advance to Senior Project Controls Analyst.

- b. Relevance of prior experience (PG&E or industry experience) shall be documented by the Selection Board at the time of selection.

Power Generation Project Manager

All incumbent Power Generation Project Managers will be placed in the corresponding Project Manager classification.

Power Generation License Project Manager

All incumbent Power Generation License Project Managers will be placed in the corresponding Project Manager classification.

Electric and Gas PM

Salary Range

The Engineering Degree requirement for the higher pay band shall refer specifically to a BS degree in Mechanical, Civil or Electrical Engineering from an accredited college or university. The higher pay band is specific to gold circle classifications 50230682, 50226689, 50226690, and 50226691.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: _____

Matt Levy
Senior Director

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

_____, 2026

By: _____

Carl Harland
Assistant Executive Director

Attachment A
Nuclear Project Manager

1. Eric Weinreich
2. Matthew Bedell
3. Tasha Woodruff
4. Cary McCune
5. Miranda Tan
6. Josue Mendoza
7. Jeremy Hartley
8. Pascoe Bowen
9. David Heckathorn
10. Salvatore Dolcemascolo
11. Jason Balsells
12. Kenneth Bradley
13. Eric Soderin
14. Ben Graves
15. Joanne Thoresen

4. Overtime pay for ESC-represented Weekly Classifications



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE, SUITE 130
WALNUT CREEK, CA 94598
925.974.4461

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510.238.8320

MATTHEW LEVY
SENIOR DIRECTOR

FRANCISCO PRECIADO
EXECUTIVE DIRECTOR

26-06-ESC

May 6, 2026

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 Company and Union agree to modify Section 17.3 of the ESC Agreement with payment at the rate of two times the employee's straight rate of pay under the conditions below, for **ESC-represented weekly** classifications.

This agreement supersedes and cancels LOA 22-08 and will be effective upon the first pay period following ratification.

1. An employee who is scheduled to work prearranged overtime outside of his/her regular work hours on a workday or on a non-workday in preparation for a weather-related event that is anticipated to cause an impact to electric reliability and/or customer outages. This section shall apply for the duration of the assignment.
2. An employee who is scheduled to work prearranged overtime outside of his/her regular work hours on a workday, or non-workday, in support of a major electric event (e.g., earthquake or wildfire storm) requiring Emergency Operations Center (EOC) activation. Examples of major electric events that would not be included within the scope of this Agreement include, but are not limited to, routine emergencies and planned public events. This section shall apply for the duration of the assignment. The Company's Director of Emergency Operations shall notify ESC Executive Director (or designee) of the Company's intention to open the EOC as soon as is possible.
 - a. "Duration of assignment" in Item 2 is defined as the time period in which the EOC is activated; or the EOC has been de-activated, and the Operations Emergency Center (OEC) remains active, and an employee is under the command structure of the OEC.
 - b. Any work performed on overtime beyond the deadline above would be paid in accordance with the rate of pay as determined by Section 17.3 of the ESC Agreement.

Oversight Committee

The Company and Union shall each appoint up to two members to be part of an Oversight Committee. The Oversight Committee will attempt to resolve any issues that may arise regarding this Letter of Agreement. Issues that the Oversight Committee cannot resolve will be escalated to the Company's and Union's respective designees to attempt resolution within

forty-five (45) days. Issues that the Oversight Committee cannot resolve will be subject to the party's grievance procedure Subsection 14.2(b) and timelines will be waived for the forty-five-day period.

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

_____, 2026

By: _____
Francisco Preciado
Executive Director

5. Temporary Upgrade – Senior Gas Mapping Data Specialist to Lead

When Senior Gas Mapping Data Specialists are required to check the work of others, the Company will temporarily upgrade qualified Senior Gas Mapping Data Specialists to the Gas Mapping Lead classification for the performance of **Checking (QC) Work**, as defined below. Such temporary upgrades shall be limited to the duration of the Checking (QC) Work assignment.

No bypass pay shall apply to temporary upgrades performed pursuant to this section.

A. Eligibility and Selection

1. The determination of when Checking (QC) Work is needed shall be made solely by management.
2. Senior Gas Mapping Data Specialists who have passed the applicable qualification test (“Seniors Passed Test”) shall be considered more qualified and shall be upgraded to Lead before other Senior Gas Mapping Data Specialists when temporary upgrades are utilized.
3. Selection for temporary upgrade shall be based on demonstrated skill and ability and shall not be determined by seniority.
4. Management will consult with Lead or Principal Gas Mapping Data Specialists to confirm technical proficiency of employees eligible for temporary upgrade.
5. Temporary upgrades under this section shall not result in bypass pay.

B. Definition of Checking (QC) Work

For purposes of this section, **Checking (QC) Work** means the mandatory, formal verification and final approval of technical production mapping work performed by Mapping Data Specialists, Senior Mapping Data Specialists, or Lead Mapping Data Specialists, where such verification is a non-discretionary requirement for final posting of mapped asset data into the Company’s official systems of record.

Checking (QC) Work includes responsibility for final sign-off of production work, including but not limited to review and approval of:

1. Attribute updates;
2. Geometry changes;
3. Asset removals;
4. Asset abandonments; and/or
5. New asset installations.

C. Excluded Activities

Activities that do not meet the definition of Checking (QC) Work include, but are not limited to, the following:

1. General technical reviews;
2. Informal peer feedback or self-checks;
3. Training, coaching, or mentoring activities; and
4. Any review that does not include responsibility for final production approval.
5. Any oversight activity that is not required for final posting to a system of record

Performance of excluded activities remains part of the normal job functions of the Mapping Data Specialist, but shall not satisfy the requirements for temporary upgrade to Lead.

D. Other Lead Duties

While temporarily upgraded pursuant to this section, an employee may also be assigned to perform other duties of a Lead Mapping Data Specialist as defined in the Agreement.

6. Safety Principles Letter of Agreement



LETTER AGREEMENT NO. LA 26-02- ESC



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

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CALIFORNIA LOCAL 20,
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OAKLAND, CA 94607
510.238.8320

MATTHEW LEVY SENIOR
DIRECTOR SENIOR DIRECTOR

CARL
HARLAND ASSISTANT
EXECUTIVE DIRECTOR

February 26, 2026

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:

In support of making safety the most fundamental and critical element of how we conduct our business, the Company has developed new safety principles. These principles emphasize building a trust based culture, encouraging open and honest communication, understanding underlying causes in order to prevent recurrence, treating safety incidents as learning opportunities, increasing recognition and rewarding of safe behavior, and adopting a behavior-based approach to discipline which decreases the emphasis on discipline.

Under these principles, discipline for safety-related incidents will only be considered when an employee acts in a reckless manner, demonstrates a pattern of carelessness or non-compliance, puts themselves, their co-workers or the public at risk by intentionally violating a Key to Life, or violates the Code of Conduct.

The parties met to discuss the safety principles, and in particular, the limited role of discipline and the use of a behavior based approach. The parties agree to the following as it relates to safety-related incidents.

1. Non-disciplinary safety discussions are the preferred approach to learn from an incident and develop positive approaches for eliminating similar incidents. These one-on-one discussions are opportunities for open and honest discussion of safety incidents with a focus on understanding and learning. Safety discussions are not considered as discipline or coaching and counseling under the Positive Discipline Agreement.
2. The parties agree that discipline for safety-related incidents will only be considered when an employee acts in a reckless manner, demonstrates a pattern of carelessness or non-compliance, puts themselves, their co-workers or the public at risk by intentionally violating a Key to Life, or violates the Code of Conduct.
3. Although there will be significantly less disciplinary action issued with this approach, the Union recognizes the Company's right to issue discipline and discharge for safety related incidents on the basis set forth above. The Union reserves the right to grieve any discipline or demotion.

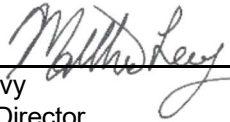
4. The parties agree to review open grievances involving safety related discipline issued to current employees prior to the implementation of the safety principles. Where it is determined that the discipline is inconsistent with the new safety principles, the discipline will be adjusted and the grievance will be closed on a non-precedential basis without prejudice.
5. The approach implemented by the Company, along with the understandings reached in this letter agreement fulfills the parties' intent to reduce the use of discipline while holding accountable employees with poor safety records.

Either party may cancel this agreement by providing the other party 30 days written notice.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Matt Levy
Senior Director

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

April 21st, 2026

By: 
Carl Harland
Assistant Executive Director