



Matt Levy
Senior Director
Labor Relations

300 Lakeside Dr
Oakland, CA 94612-3534

Date

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

Dear Mr. Preciado:

This letter and its attachments will confirm the table agreement reached by the Company's Negotiating Committee and the Union's Negotiating Committee with respect to the ESC Agreement and the Benefits Agreement ("Benefits Agreement").

Ratification Vote

The ESC Agreement and Benefits Agreement are dependent upon ratification of both the ESC Agreement and Benefits Agreement. Implementation of the GWI, working conditions, and benefits changes will not occur until both the Agreement and Benefits Agreement are ratified.

Term

The Collective Bargaining Agreement and Benefits Agreement each will have a 3-year term from date of ratification through December 31, 2028.

The effective dates for the specific changes made in these agreements are as noted below.

Wages

Employees will receive a five percent (5.0%) general wage increase using normal rounding effective the first pay period after the ratification date. If this agreement is ratified on the first vote, employees who are on the active payroll on the ratification date of the agreement will receive an additional payment equal to the amount they would have received if a five percent (5.0%) general wage increase had been implemented on January 1, 2026, as soon as administratively feasible. This payment will be included in covered compensation for the purposes of the Savings Fund Plan and Retirement Plan for employees who retired in 2026 and will not be included for any other benefit plan purposes. The five percent (5.0%) general wage increase for 2026 will be included in wage rates before applying the five percent (5.0%) general wage increase for 2027.

Employees who have retired on or after February 1, 2026, will receive a retroactive pay increase and pension recalculation for wages earned from January 1, 2026, to the ratification date, or their retirement date, whichever is earlier, as soon as administratively feasible.

In addition, the Company will grant a general wage increase using normal rounding of five percent (5.0%) effective January 1, 2027, and five percent (5.0%) effective January 1, 2028.

Ratification Bonus

If the agreement is ratified on the first vote, a Ratification Bonus of \$1,500 will be granted as soon as administratively feasible to all ESC-represented employees who are on the active payroll on the ratification date of the agreement.

This Ratification Bonus will be excluded from “Basic Weekly Pay” for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Pacific Gas and Electric Company Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees. The Ratification Bonus is also considered taxable compensation. All taxable compensation is subject to the withholding of all applicable federal and state income and employment taxes.

Wage Adjustments

Consistent with the terms of the parties’ Agreement, the following classifications will receive a wage adjustment effective the pay period following the date of ratification:

- Substation Test Specialists, Associate
- Expert Electric Contract Administrators
- Senior Hydrographers
- Power Generation License Coordinators
- Gas Storage Reservoir Engineers
- IT Project Managers
- Supplier Quality Engineers
- Sourcing Quality Inspection Engineers

Tuition Reimbursement

The Agreement removes repayment requirements for employees who leave the company and expanded options for certification exam preparation courses.

STIP

The Agreement adopts consistent STIP policies for all STIP-eligible groups and streamlines administration of the Short-Term Incentive Program for ESC-represented STIP-eligible employees. The updated language has been added to Sections 15.5 and 15.6.

GC Expenses

Effective the first pay period following the ratification date of the agreement, the parties agree to increase the per diem expense allowances contained within Title 10 as follows:

- Zone 1 adjusted from \$11 to \$30
- Zone 2 adjusted from \$20 to \$50
- Zone 3 adjusted from \$30 to \$75

ATS Classifications That Travel Extensively

Classifications of Engineering Tech I, II, Senior, and Technologist, who are performing Non-Destructive Examination (NDE) work and travel to perform NDE work, will be eligible for per diem under the terms and conditions of title 10.9.

Overtime Meals

Effective the first pay period following the ratification date of the agreement, for hourly, nonexempt weekly employees, the parties agree to establish a meal allowance of \$50 for in-lieu overtime meals, overtime meals upon dismissal from work and overtime meals observed at restaurants. In addition, for these overtime meals, meal receipts will no longer be required, or subject to reimbursement, and menu food restrictions will no longer be applicable. Alcohol restrictions remain under the Company Code of Conduct.

The meal allowance will be excluded from “Basic Weekly Pay” for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Pacific Gas and Electric Company Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees. The meal allowance is also considered taxable compensation. All taxable compensation is subject to the withholding of all applicable federal and state income and employment taxes.

New Employee

Effective the first pay period following the ratification date of the agreement, for employees hired after the ratification date, the parties agree to extend the period of time an employee is on probation from six (6) months to one (1) year for all employee groups. This extension creates a singular and consistent way for all ESC-represented employees to achieve regular status. Weekly probationary employees will received holiday pay from the date of hire.

Hybrid Work

Letter Agreement No. 22-17 (Hybrid Work) has been updated and will be included as Exhibit XX in the collective bargaining agreement.

Bidding/Post Bidding

The Agreement consolidates both the weekly employee bid process and monthly employee bid process; updates weekly bid sequence of consideration so that vacancies will be filled by promotion in the headquarters before lateral to foster a promote-from-within culture and increase team stability; updates list of classifications subject to joint interview process; clarifies monthly in-line promotions and filling of monthly vacancies process; updates bidding units to align with regional model; and agrees to move to post bid process as soon as technically feasible (expected mid-2027). The Agreement includes a one-year lateral bid lock for those that bid to a beginning-level classification.

Moving Expense

Increase the reimbursement of qualified moving expenses in Section 22.7 from \$2,400 to \$5,200.

Expansion of Emergency Overtime Agreement

The provisions of Letter of Agreement No. 26-06 regarding emergency overtime for weekly employees will expand eligible classifications to include all ESC-represented, weekly non-exempt classifications. The parties will update the agreement upon ratification.

Benefits

Effective January 1, 2027, active employee Health & Welfare benefits will include additional options and changes including the following:

- New High-Deductible Health Plan (HDHP) with a Health Savings Account (HSA) option
- An Opt Out option which will reimburse \$250/month for eligible employees who waive medical, dental and vision coverage, and who are not covered by a PG&E Sponsored Health Plan
- No requirement to perform Health Screening with Quest to receive Company seed money for the Health Account Plan (HAP) or HDHP plans
- Establishing separate Deductibles and Out of Pocket Maximums for in-network versus out-of-network services
- Implement a standard list of preventive care services according to United States Preventative Services Task Force (USPSTF)
- Implement Kaiser and Anthem standard preventive listing for free drugs
- Raise Infertility coverage from \$7,000 Lifetime Maximum to \$25,000 Lifetime Maximum
- Raise Adoption Reimbursement from \$2,000 per adoption to \$25,000 per adoption
- Raise Company Paid Life Insurance from \$10,000 to \$50,000
- Raise Company Paid AD&D Coverage from \$10,000 to \$50,000
- Implement Free Preventive Care for Dental on base dental plan

In addition, effective January 1, 2027, for full-time and eligible part-time employees, the employee medical premium cost share amount will increase to 10% of the cost for the HAP plan, or 7.5% of the cost for the HDHP plan.

Short-term Disability

The benefit amount will continue to be 70% of after-tax pay for up to 52 weeks, with a seven-day waiting period. If the Voluntary Plan is not available, the same benefit (70% after tax for 52 weeks) will be provided through coordination of wage continuation with California SDI.

Vacation Accrual and Payout

Effective January 1, 2028, employees who reach their maximum accrual (two times their annual allotment) will stop accruing vacation until they are below their maximum accrual cap. Further, employees will be provided with information to monitor their vacation allotment and a procedure on how to submit vacation requests (outside the normal vacation scheduling process) prior to reaching the accrual cap of two times the annual limit. If an employee's vacation request cannot be accommodated, up to 80 hours of vacation may be paid once every 12 months. If scheduled vacation is interrupted by hospitalization, bereavement leave, jury duty or witness duty and such interruption will cause cessation of vacation accrual then up to 80 hours of vacation may be paid out.

Retiree Medical

Effective January 1, 2027, PG&E will eliminate PG&E sponsored retiree major medical options and leverage the marketplace to provide access to more cost-effective health plans. The new arrangement will be a Retiree Health Reimbursement Account (RHRA), which will provide a yearly subsidy for Retirees and eligible spouses/Domestic Partners, who participate in the PG&E Private Retiree Health exchange, as follows:

- Funding level of \$15,000 each for Pre-Medicare eligible retiree and Pre-Medicare eligible spouse or domestic partner per year

- Funding level of \$1,800 each for Medicare-eligible retiree Medicare-eligible spouse or domestic partner per year

Positive Discipline & Safety Culture Agreement

The Positive Discipline process, which is progressive in nature, was formalized and will be added to the Agreement as Exhibit S. A behavior-based safety culture was agreed to that generally addresses human error or carelessness with safety conversations rather than positive discipline.

Juneteenth 4-10 Schedules

The parties agree to alter Exhibit P such that employees on 4-10 alternative work schedules will receive an additional 2-hour holiday pay for Juneteenth.

2009 ESC-PG&E Cover Letter Resource Sharing

All provisions contained in the 2009 ESC-PG&E cover letter to the collective bargaining agreement will be obsolete.

Job Descriptions, Requirements, and Working Conditions

The following job descriptions have been updated:

- GIS Application Engineer
- New Business Representative LOP
- Distribution Engineer/Distribution Operations Engineer LOP
- Engineering Assistant LOP
- Design Drafter LOP
- Land Planning Analyst
- Land Agent
- License Coordinator LOP
- Power Generation Project Engineer LOP
- Electric Contract Administrator LOP
- Power Quality Engineering LOP
- Hydrographer
- Permit Facilitator LOP
- Mapping LOP
- Sr. Consulting Scientist
- Project Manager LOP
- Project Control Analyst LOP
- Sourcing LOP
- Nuclear Planner, Associate
- (Nuc) Radiation Protection Engineer
- (Nuc) Chemistry Engineer
- (Nuc) Scheduler, Associate
- (Nuc) Emergency Planning Coordinator, Associate
- (Nuc) Financial Analyst, Associate
- (Nuc) Maintenance Coordinator, Associate
- (Nuc) Security Coordinator, Associate

New Classifications

The following classifications have been created and will be added to Exhibit D:

- Sr. Permit Facilitator
- Sr. Land Planning Analyst
- Expert Hydro Scheduling Consultant
- Expert Hydrographer

New Line of Progression

A new Distribution Design Engineer (DDE) line of progression (LOP) was created to support Electric that establishes a new requirement of an “appropriate engineering degree” for new LOP entrants only. Current Electric Estimators, Sr. Estimators and Associate Design Engineers (ADEs) will be converted to DDE, Associate; DDE; and Sr. DDE, respectively, with pay increases for Sr. Estimators and ADEs. Gas Estimators that have an “appropriate engineering degree,” or obtain a California EIT, may take the required DDE modules and DDE exam and become qualified bidders to any future DDE vacancies with pay protection.

SO205

The parties have agreed to a process for the Company to alter the estimate and design packages requirements of SO205 while creating protections that prevent the transfer of estimating work jurisdictions.

Combine PMA/PCA & PM Classifications

Power Generation Project Management Analysts (PMA) and Project Controls Analysts (PCA) will be combined into a single PCA LOP.

Power Generation (Project Manager and Licensed Project Manager), Gas and Electric, and (Nuc) Project Managers will be combined into a single Project Manager LOP with distinct disciplines for the different functional areas.

Prearranged overtime for emergency events

The parties have agreed that their mutual commitment to the rendition of public utility services to the public includes prearranged overtime for anticipated emergency events.

Placement of Gas Mappers into Electric Mapping

The parties have agreed that ten Gas Mappers will be afforded the opportunity to move into Electric Mapping with pay protection.

The parties agreed to implement a pilot to design, conduct and evaluate whether to insource GIS mapping work currently being contracted.

Engineering Lines of Progression Requirements

A Professional Engineer license and advanced degree will each count as a year of experience for most monthly engineering lines of progression.

Ad Hoc Committees

The parties agreed to address the following issues in post-agreement ad hoc committees:

1. Title 27 Contracting
 - a. Staff supplement and outside contracting definition
 - b. Reporting
 - c. AI
2. Grievance process
 - a. Timelines
 - b. Result of the grievance pilot
 - c. Arbitration referrals
3. Update Emergency Overtime call out agreement and Pre-arranged overtime emergencies agreement
4. Establish a new Exhibit to display DCPD ERO provisions
5. Contract Cleanup
 - a. Adding language from the 1987 Cover Letter
 - b. Update Exhibit D and attachment 1 for unified monthly working conditions
 - c. Exhibit A & D updates
 - d. Updates to the Agreement to include existing Letters of Agreement
 - e. Correct contractual references that refer to title 12 and 21 to reflect changes made to those titles.
 - f. Correct contractual references in the contract that probationary employees do not receive holiday pay or less than 40 hours sick to reflect changes to title 11 and 13.
6. Distribution Design Engineer (DDE)
 - a. Training details and requirements for DDE modules applying to qualified Gas Estimators (degree or EIT)
 - b. Selection committee for DDE Voltage Reliability Team (VRT) assignments
7. Gas Distribution Engineers and Gas System Planning Engineers
8. Power Generation Maintenance Planner LOP
9. Alter Monthly engineering lines of progression requirement to grant experience credit for advanced engineering degrees and PE's.
10. Design Engineer LOP
 - a. Job description
 - b. Advancement
11. New Monthly Engineer classification to support Construction
12. Field Engineer
 - a. Construction Manager/GC Work Jurisdiction
 - b. Testing and training

Contract Clean Up

- Time in classification advancement
- Five hours a week for training in training programs (NBR, Mapping, Estimating, and DDE)
- Adding existing Land Planner Analyst classification to Exhibit A

Effective Date

The changes made in the Table Settlement for the Agreement and the Benefits Agreement will have an effective date as noted above.

Attached are amended Contract Sections as agreed to during the negotiations, as follows:

- A. ESC Agreement Amendments

B. Benefits Agreement

If any of the above or the attachments thereto are not in accordance with your understanding of our settlement, please let me know immediately.

Sincerely,

Matt Levy
Senior Director, Labor Relations

The Union is in agreement.

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

Date _____, 2026

By: _____
Francisco Preciado
Executive Director