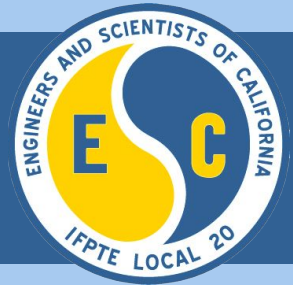


Tentative Agreement Review Meeting

John Mader, President

Francisco Preciado, Executive Director



ESC General Negotiations Committee



- **Frankie Au-Yeung**, Principal Automation Engineer, ESC Steward
- **Joe Steinberg**, Associate Distribution Engineer - Gas, ESC Steward
- **Andre Williams**, Sr. Consulting Project Manager, ESC Steward
- **Zach Klein**, Sr. Nuclear Engineer, ESC Steward
- **Caitlin Kniazewycz**, Principal Mapping Technician - Gas, ESC PG&E Unit Treasurer
- **Rene Vasquez**, Sr. Engineering Estimator - Electric, ESC PG&E Unit Vice President of Divisions
- **Joel Foster**, Associate Distribution Engineer - Electric, ESC PG&E Unit Executive Vice President
- **John Mader**, Distribution Engineer - Electric, ESC PG&E Unit President
- **Francisco Preciado**, ESC Executive Director



ESC's Negotiating Committee also consulted with hundreds of members who served as SMEs whenever more information was needed about how a particular proposal could be most advantageous to members.

Bargaining calendar



**This is not a guaranteed timeline, as many factors affect the progress of bargaining, but rather an outline of the steps of the bargaining process.*

We are here!

Next steps:

- Full formal Table Agreement available on the Union's website
- In-person ratification meetings to come
- ESC will be mailing a packet of ratification documents together with ratification ballots to all members; ballots to be mailed the week of June 8th
- Ballots due Saturday, July 11th by 5 p.m. and counted July 13th, with results announced July 14th

If ratified: implementation with contract clean up inclusions

If not ratified: Negotiating Committee will return to table, back to beginning with no guarantees. Anything could be reopened. Company would not be bound by good-faith obligations (could bargain regressively).

Information to consider



- This is the first time many of you have gone through a ratification process.
- It is difficult to get full and accurate information. ESC always strives to be fully transparent—please consult available information and ask questions.
- Based on feedback and questions by email, phone calls, in webinars and in person, here is some information the Union wants you to consider.

Market comparison: GWI



- Southern California Edison: 3.5% for 2026, 3.5% for 2027
- SDG&E: 5% for 2026, 5% for 2027, 5% for 2028
- SMUD: 4% for 2026, 3.85% for 2027, 3.85% for 2028
- **PG&E under new TA: 5% for 2026, 5% for 2027, 5% for 2028**

Market comparison: Active Medical



- Southern California Edison: employees pay 20% of premiums
- SDG&E: employees pay 20% of premiums
- SMUD: employees pay 12.5% of premiums
- **PG&E under new TA: employees pay 10% of premiums**

Market comparison



- PG&E Table Agreement: **lowest share of healthcare premiums** paid by employees



- PG&E Table Agreement: **highest GWIs**



Context



- ESC and IBEW are independent negotiators.
- Even so, the unions regularly consult with each other.
- IBEW is also recommending a yes vote on the Table Agreement because of the above factors and others.
- If the Union goes back to a second round of bargaining, the Company is not obligated and does not seem motivated to agree to a better deal.

Facts



- The no layoffs clause of the past Contract was a one-time, never before negotiated provision of the Contract extension and expired on December 31, 2025.
- Management has never offered a better GWI on a second round of bargaining.
- Even with the medical cost-share increase up to 10%, PG&E employees will have the lowest cost-share on medical premiums of comparable employers.

Facts continued



- PG&E's ability to negotiate wage increases has to be recovered in a rate case.
- The Union has achieved the **highest-ever wage increases in a three-year contract period** and has the highest GWI figures of comparable employers.
- For all the above reasons, and considering other available information, the Union believes it is in members' best interest to ratify this Agreement regardless of whether ESC has a most favored nations clause now that the TA has been reached.

Sick time vs STD



- IBEW maintained sick time instead of incidental sick and enhanced short-term disability.
- Those with sick time can accumulate a maximum of 6 months' worth of sick time. In a career, that maximum is usually not achieved. If it is achieved, it usually takes decades.

Sick time vs. STD cont'd



- Those with sick time can easily run through all accumulated time if they are injured or unable to work on multiple occasions.
- ESC members from the first day they are employed are able to go on a short-term disability and have more than their base income replaced for up to a year as many times as there is a precipitating event.

Other feedback



- Concerns about lateral bidding for members who took a bid under the old system: ESC has confirmed with the Company that the new bidding system will not go into effect until post-bidding, which is expected to happen in April 2027.
- ESC secured scheduling commitments for Gas Estimators to allow them to get engineering degrees. The Union is in talks with the Company to try to achieve the same for Electric Estimators.