



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



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

20-04-ESC

March 19, 2020

Joshua Sperry, Senior Union Representative
Engineers and Scientists of California, Local 20
IFPTE (AFL-CIO & CLC)
810 Clay Street
Oakland, CA 94607

Dear Mr. Sperry:

The Company is committed to the health and safety of our employees and providing safe and reliable electric and gas service to our customers.

The State of California and several counties within the State have declared a State of Emergency in response to the COVID-19 virus. In addition to the implementation of State and local orders to remain at home or to shelter in place, the Company is taking several steps to help prevent the transmission of the virus, including having employees self-quarantine in accordance with Centers for Disease Control and Prevention (CDC) Guidelines, practice social distancing and where feasible, to work remotely.

The parties agree that employees who are unable to work due to the COVID-19 virus or need to take care of a family member who is ill, will follow our standard time off sick/family leave policies.

However, effective March 13, 2020, employees whose supervisor agrees that they can temporarily perform their job duties at home (including having the appropriate company equipment and internet connection) will be able to do so. This applies to regular, probationary and Hiring Hall status employees. Employees will be instructed to regularly check-in with their supervisor for direction, including when to return to work. Notifications regarding the duration of the Company's remote work policy will be provided on a weekly basis. However, supervisors retain the right to have employees return to work based on business need and a determination if the employee can continue to be productive working remotely. Employees will also be responsible for following their department's absence and vacation notification policy, and for promptly notifying their supervisor if their contact or work location changes.

Employees should contact their supervisor for a determination as to whether or not they can perform their job duties from home. Employees who work from home are not eligible for expenses under Title 10. Further, employees who temporarily work from home are expected to observe the same work hours, workdays and meal periods as their regular schedule. The Company may authorize prearranged overtime or extension of the workday. Employees who are able to report to work under Company Policy will be eligible for emergency overtime under Title 17. Should an employee be provided such overtime assignment, the Company will provide meal break periods as provided under the provisions of Title 16 of the agreement. However, the employee will not be eligible for reimbursement of overtime meal expenses.

The parties agree to delegate authority to reach agreement on any changes to Section 10.1 of the CBA to local ESC Representatives and local Labor Relations Specialist should temporary headquarters situations arise.

This Agreement is to remain in effect until June 1, 2020 and may be extended upon the mutual agreement of the parties. The parties recognize that the Company's response to the COVID-19 virus will remain fluid, and that additional letter agreements are likely to be reached based on the parties' collective desire to maintain the safety and health of employees and to continue to serve our customers. The parties also agree that modifications to the parties' collective bargaining agreement as a result of the COVID-19 virus are temporary in nature and not designed to set precedent for the future.

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

3/19, 2020

By: _____
Joshua Sperry
Senior Union Representative