



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
300 LAKESIDE DRIVE
OAKLAND, CA 94612
650.832.8674

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

CARL HARLAND
ASSISTANT EXECUTIVE DIRECTOR

25-07-ESC

May 13, 2025

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:

The Company and Union have discussed the need for internal subject matter expert (SME) training instructors for the Substation and Transmission Line Engineer in Training (EIT) program due to challenges associated with encouraging internal SME's to teach training courses.

Based on this need, the parties have agreed to the following:

1. The Company retains discretion to utilize ESC represented classifications, non-represented classifications, management employees, or outside contractors as training instructors for the EIT program. If an ESC represented classification is chosen, the Company maintains discretion to select the employee best suited for the EIT class in question.
2. Eligible monthly paid ESC represented classifications include:
 - a. Substation Engineer-Project Engineer (Senior and above)
 - b. Transmission Line Engineer-Project Engineer (Senior and above)
 - c. Protection Engineer (Senior and above)
 - d. Automation Engineer (Senior and above)
 - e. Other monthly paid ESC represented classifications as approved by the Company
3. Eligible hourly paid ESC Represented classifications include:
 - a. Design Engineer
 - b. Senior Design Engineer
4. If an ESC classification is chosen, the Company will solicit volunteers from the list of eligible monthly and hourly paid ESC represented classifications identified above to determine employee interest in being a training instructor for the EIT program.
5. If selected, each employee must commit to training a minimum of two (2) EIT classes, which includes preparatory time and training class logistics (sign-on rosters, testing, pre/post-test review, etc.).

6. Training for the EIT program, including preparatory time and training class logistics, will only occur during regular work hours, unless authorized by the Company.
7. If selected and upon completion of an EIT class, ESC represented monthly employees responsible for conducting the training will receive a Training Instructor Stipend as follows:
 - a. \$250.00 for instruction of a half-day EIT class.
 - b. \$400.00 for instruction of a full-day EIT class.
 - c. For exempt, salaried employees, Training Instructor Stipends will be paid out quarterly as a lump sum payment and will be included in an employee's regular monthly pay statement.
 - d. The Training Instructor Stipend will not be included in the "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.
 - e. This Training Instructor Stipend is considered taxable compensation. All taxable compensation under this Letter Agreement shall be subject to the withholding of all applicable federal and state income and employment taxes.
8. If selected, ESC represented hourly employees will be upgraded, on a daily basis, to a non-represented classification and will receive a temporary five percent (5%) increase to their current hourly base wage rate while temporarily performing work as an EIT instructor.
9. Training Instruction for the EIT program is not work normally performed by ESC. The utilization of ESC represented classifications as training instructors for the EIT program shall not cause training for the EIT program to become the jurisdiction of ESC. This agreement shall not be a waiver of any Management rights under Section 27.1 or result in any changes to existing work jurisdictions for ESC represented classifications.
10. The Training Instructor Stipend is not a recognition program and is therefore not considered to be a recognition award as described in LA 13-11-ESC.

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,

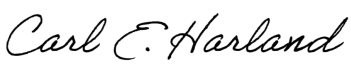
PACIFIC GAS AND ELECTRIC COMPANY

By: 
Matthew Levy
Senior Director

The Union is in agreement.

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

May 20th, _____, 2025

By: 
Carl Harland
Assistant Executive Director