



**Pacific Gas and
Electric Company.**

Eric Bachman
Senior Manager
Labor Relations

375 N. Wiget Lane, Suite 130
Walnut Creek, CA 94598
925.974.4404

16-26-ESC

December 22, 2016

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:

As part of the Table Agreement reached between the Company and Union dated June 1, 2016, a Paid Family Leave Program with a seven-day waiting period was established. The Company proposes that upon implementation of the Paid Family Leave Program on January 1, 2017, the seven-day waiting period be waived and no longer be required.

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 & ELECTRIC COMPANY

By: _____

Eric Bachman
Senior Manager

The Union is in agreement.

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

By: _____

Joshua Sperry
Senior Union Representative

12/22, 2016