



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

20-05-ESC

March 21, 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 State of California has 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 Company is committed to the health and safety of our employees and providing safe and reliable electric and gas service to our customers.

In recognition of the dedication and response of our employees and in conjunction with Company-Union discussions on this issue, the Company and Union have agreed to modify the provisions of the ESC Agreement to pay employees reporting to work at a PG&E Facility or in the field during the effective period of this agreement at the double time (2x) rate for any overtime performed. The above does not apply to employees working remotely under the provisions of LA 20-04-PGE.

The definition of time worked eligible for overtime under ESC Agreement Section 17.2 shall be modified such that employees must have actual time worked at a PG&E Facility or in the field of at least 8 hours on a work day or at least the total regularly scheduled hours for that employee's work week. (Note: Actual work time does not include any non-productive time such as sick, leave of absence for any reason, vacation or time off with or without pay.)

The above provisions are effective at 12:01 a.m. on March 23, 2020 and expiring at 11:59 p.m. on April 21, 2020. This agreement may be extended by mutual agreement between the parties.

This letter agreement is without precedent and the normal provisions of the ESC Agreement will apply after the above period.

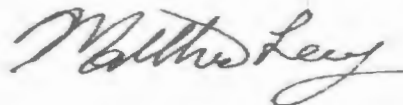
If you agree, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Mr. Joshua Sperry

March 21, 2020
LA 20-05-ESC

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

3/21, 2020

By: _____
Joshua Sperry
Senior Union Representative

