

ESC-PG&E CONTRACT EXTENSION

3/26/2020

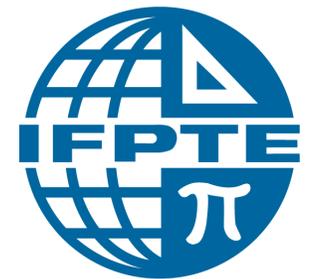
MAIN POINTS

- General Wage Increases
- Health Care Protection
- No Layoffs
- 2018 STIP grievance
- Ad-hoc committees



GENERAL WAGE INCREASES

- 3.75% per year:
- 2022
- 2023
- 2024
- 2025
- Ends Dec 31, 2025



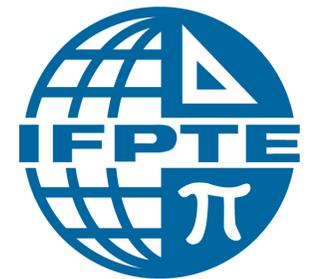
HEALTH CARE

The Company will maintain the existing medical benefits (includes: Health Reimbursement Account (HRA) medical plan and deductibles, employee out of pocket maximums, and medical insurance copayments) in effect as of January 1, 2020 through December 31, 2025, in accordance with the extension of the Benefits Agreement. The company further agrees to freeze and maintain the January 1, 2020 dollar amount that employees are contributing towards medical insurance premiums through December 31, 2025.



LAYOFFS

Except for cause, the Company agrees that it will not involuntarily lay off employees covered by the ESC and PG&E Labor Agreement, unless agreed to by ESC, for the duration of the extension, i.e. through December 31, 2025.



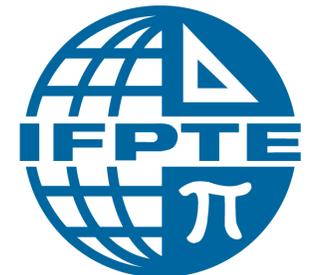
2018 STIP GRIEVANCE

Additionally, the parties agree that partnership will be critical to ensure successful emergence from bankruptcy and future company viability. To support this partnership the Union agrees to withdraw grievance # 24943. The parties further agree to enter into a separate agreement identifying several areas in which the parties will engage in ad hoc negotiations to improve affordability, efficiency and customer service.



AD-HOC COMMITTEES

- Can modify contract during term
- Require mutual agreement
- Survey currently open: <https://www.surveymonkey.com/r/SJPBZQN>



RATIFICATION VOTING

- Will be online to PG&E and personal emails (if we have)
- One week voting period
- Start Thursday April 2 (subject to confirmation)
- Pending members – submit card by April 3
- We recommend YES vote

