



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

**20-06-ESC**

March 23, 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 governing the overtime rate of pay for represented exempt (also called monthly paid) classifications. Once eligible for overtime, exempt employees will receive .5 x's (1/2 times) greater than their normal overtime rate. Most monthly employees would receive 1.5x pay for additional hours, while monthly employees eligible for 1.5x (e.g. DOE's during on-call) would receive 2x pay.

The definition of time worked eligible for overtime under the ESC Agreement shall be modified such that employees must have actual time worked at a PG&E Facility or in the field of at least the required number of hours to be eligible for additional overtime pay. (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.) To be clear, the first hour of overtime will still be not be paid unless it would have been paid already (e.g. DOE's during on-call). Employees on a regular 8-hour schedule working more than 9 hours of actual work time at a PG&E facility or in the field will be eligible for the higher pay rate; employees on a regular 9-hour schedule must work more than 10 hours of actual work time at a PG&E facility or in the field to be eligible, etc.

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.

Mr. Joshua Sperry

LA 20-06-ESC  
March 23, 2020

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

3/23, 2020

By: \_\_\_\_\_  
Joshua Sperry  
Senior Union Representative