



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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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

FRANCISCO PRECIADO
EXECUTIVE DIRECTOR

22-12-ESC

April 21, 2022

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 Parties have been discussing that overpayment of employee wages can occur from time to time and may be caused by a change in pay data, such as leaves of absence, pay rates, or changes in an employee's time base.

Currently, employees have the following options to repay an overpayment of wages:

- By issuing a personal check to PG&E or
- By electing deductions to be taken from future wages

The Company proposes to provide an additional option to allow employees to use vacation hours to repay an overpayment as follows:

- Employees may voluntarily utilize their own vacation hours to repay the overpayment of wages, provided the employee utilizes current, existing vacation hours and retains a minimum of 40 hours of vacation in their vacation balance after the repayment.

The benefits of this proposal allow employees to address their overpayment of wages without impacting their take-home pay and to have at least 40 hours of vacation time available for regular or emergency use after the repayment. The goal is not to fully exhaust vacation time to settle an overpayment balance.

Any of the methods elected by the employee to repay an overpayment of wages must be authorized in writing by the employee before the deductions occur.

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

Mr. Harland

LA 22-12-ESC
April 21, 2022

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

21 APRIL _____, 2022

By: _____



Carl Harland,
Assistant Executive Director