



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
300 LAKESIDE DRIVE
OAKLAND, CA 04612-3534
650.832.8674

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

CARL HARLAND
ASSISTANT EXECUTIVE DIRECTOR

24-14-ESC

November 21, 2024

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:

Pursuant to Subsections 26.1(a) and 7.4(f), the Company proposes to update the provisions for the 9/80 alternative work schedules for ESC represented employees. This letter agreement cancels and supersedes Letter Agreement 93-12-ESC.

1. Schedules

Accepting a 9/80 work schedule shall be voluntary by employees within the covered classification(s) outlined in the 9/80 Alternative Work Schedule local agreement. Employees who do not accept a 9/80 work schedule will remain on a 5/8 schedule and a Sunday at 12:00 a.m. to Saturday 11:59 p.m. workweek.

- a) The 9/80 schedule is based on a two-workweek cycle as defined by Schedules 1, 2, 3, or 4 outlined in Attachment 1 of this agreement.
- b) All schedules shall be static and the Regular Day Off (RDO) and 8-hour assigned workday must occur on the same day every other week and may not be switched or rotated during the two-week schedule cycle. Should it be necessary to change a non-exempt (hourly) employee's assigned work schedule from one of the permitted work schedules outlined in Attachment 1, to another, or return an employee to a 5/8 schedule, the change must occur at the start of a new two-week pay cycle and shall be intended to be the employee's new set work schedule on a regular basis going forward.
- c) For non-exempt (hourly) employees, the regular seven-day workweek for employees on a 9/80 schedule shall begin at the start of the fifth (5th) hour of the eight hour assigned workday and RDO assigned workday and shall end at the conclusion of the fourth (4th) hour of the 8 hour assigned workday and RDO assigned workday.
- d) Newly implemented work schedules must begin at the start of a new two-week pay cycle for non-exempt (hourly) employees.

- e) Non-exempt hourly employees must submit their timecard with an "X" in the hour column for their RDO and note "Regular Day Off" in the description column. Any overtime worked on the RDO shall be documented appropriately.

2. Establishment of Schedules by Local Agreement

- a) 9/80 work schedules for the work group/headquarters will be established through local letter of agreements, to be signed by Union's local Business Representative and Company's assigned Labor Relations Representative. Each local Letter Agreement will include the following information:
- Location and department involved.
 - Covered classifications.
 - Schedules shall be identified in the Local Letter Agreement with the defined workweek and scheduled start times. Work schedules shall be in accordance with Schedules 1, 2, 3, or 4. The workgroup may offer any combination of the four schedules as defined in Attachment 1 of this agreement. In situations where a combination of two or more of the work schedules are utilized across a workgroup, each employee will be assigned to one of the set schedules and associated defined workweek and may not switch between schedules except in accordance with Section 1 of this agreement.
 - Schedules as defined in Attachment 1 must be adhered to including: The scheduled work hours, the defined workweek, and the established 8 hour workday and RDO, and any transitional requirements as outlined under each of the four schedules in Attachment 1. Exempt employees are not subject to any of the provisions of this Agreement, or a Local Letter Agreement, providing for meal periods, overtime meals, additional transition hour requirements or overtime pay.
 - For non-exempt (hourly) employees, shall include a meal period of at least one-half hour. Define whether the meal period is paid or unpaid.
 - Shall include a minimum of 30-day written cancelation clause allowing either the Union or Company the right to return to the five-day, eight-hour shift schedule.
- b) Any new local Letter Agreement not conforming to the guidelines in 2(a) above will be considered invalid and the affected employees will be returned to a 5 hour/8 day schedule and a Sunday at 12:00 a.m. to Saturday 11:59 p.m. workweek.

3. Meals

For non-exempt (hourly) employees, meal period will normally be four and one-half hours after the start of the scheduled shift. However, consistent with Section 7.3, the regular lunch period may be advanced or delayed up to one-half hour with supervisor approval to meet business needs without the payment of overtime for non-exempt (hourly) employees. On the eight-hour scheduled workday, the meal period must be taken as soon as practicable after the first four hours worked, or after the beginning of the new workweek.

4. Overtime Meals

For non-exempt (hourly) employees, overtime meals shall be in accordance with Title 16. For 9-hour days, an employee who works more than one half hour beyond their normally scheduled 9-hour work period will be entitled to an overtime meal provided they worked more than five hours since the last meal.

5. Overtime

For non-exempt (hourly) employees, no overtime will be paid for hours worked during regularly scheduled hours on regularly scheduled workdays. In all other instances, overtime will be paid at the appropriate rate as applicable in accordance with the provisions of Section 17.2 and 17.3, except for purposes of this agreement, Item (b) under 17.2 shall be revised as follows: (b) time worked in excess of regular scheduled hours on a regularly scheduled workday. Exempt employees shall adhere to applicable overtime rules for their classification.

6. Daily Upgrades

Upgrades will be made among personnel that are on duty, including those working prearranged overtime as applicable on the day the upgrade is required. There shall be no requirement to call-in a person on their regular day off.

7. Holidays

Eight hours of holiday pay will be paid for Company holidays as outlined below. To make up for the one-hour deficit for holidays falling on regularly scheduled nine hour days, employees may choose to use one hour of paid vacation or one hour of Floating Holiday, or the employee may choose to take one hour of Time off with Permission without Pay. The provisions of Section 8.4 shall apply to holidays on an employee's non-workday. Employees may not move their RDO to a company holiday in order to be allocated eight hours of paid holiday.

New Year's Day	(January 1)
Martin Luther King, Jr. Day	(Third Monday in January)
Washington's Birthday	(Third Monday in February)
Memorial Day	(Last Monday in May)
Juneteenth	(June 19)
Independence Day	(July 4)
Labor Day	(First Monday in September)
Veteran's Day	(November 11)
Thanksgiving Day	(Fourth Thursday in November)
Friday after Thanksgiving	(Fourth Friday in November)
Christmas Day	(December 25)
Floating Holiday (3)	

9. Cancellation

Either the Company or Union reserves the right to return to the five-day, eight-hour shift schedule by giving a 30-day written notice. The effective date for a new schedule will take place on the first week of a new pay cycle.

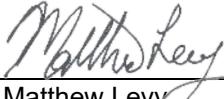
Mr. Carl Harland

LA 24-14-ESC
November 21, 2024

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,

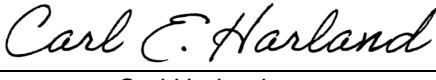
PACIFIC GAS AND ELECTRIC COMPANY

By: 
Matthew Levy
Senior Director

The Union is in agreement.

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

November 25th, 2024

By: 
Carl Harland
Assistant Executive Director

09/80 Work Schedules

REQUIREMENTS for ALL 9/80 Schedules:																		
> New 9/80 Schedules MUST begin at start of new two-week Payroll Cycle for non-exempt hourly employees.																		
> RDO and 8 Hour workdays MUST occur on a Monday or Friday ONLY, and MUST NOT be moved or exchanged with any other workday in the two-week pay cycle.																		
> Note: Schedules 2 and 4 have special scheduling requirements that apply to <u>non-exempt hourly employees only</u> during transitions from a non-9/80 schedule to a 9/80 schedule OR from a 9/80 schedule to a non-9/80 schedule. Affected schedules are noted under SCHEDULE TRANSITIONS following each schedule example																		
> Schedule start times that are outside of those defined below examples (e.g. Swing or Graveyard) can be established utilizing the same Split Week concept defined below.																		
> Split Day - Defines beginning and end of workweek and occurs on a Monday or Friday depending on the schedule implemented as defined below.																		
>> Note: Employees will continue to document their time worked on a Split Day as 8 hours, 9 hours or RDO as scheduled for that work day on their timecards.																		

WORK SCHEDULE 1: Week 1 starts with a Friday Regular Day Off (RDO)		Two Week Pay Cycle															>>>TRANSITION TO NON-9/80 SCHEDULE>>>	
		Week 1							Week 2									
Scheduled Shift Start Time Examples:	Defined Static Work Week Start & End Times	SPLIT DAY FRIDAY	SAT	SUN	MON	TUE	WED	THUR	SPLIT DAY FRIDAY	SAT	SUN	MON	TUE	WED	THUR	LAST DAY OF 9/80 SCHEDULE FRIDAY		
6:00 AM	FRIDAY - 10:00 AM to FRIDAY 09:59 AM	(<-) RDO (->)	NWD	NWD	9	9	9	9	(<- 4) 8 (4 -->)	NWD	NWD	9	9	9	9	<-- RDO		
6:30 AM	FRIDAY - 10:30 AM to FRIDAY 10:29 AM	(<-) RDO (->)	NWD	NWD	9	9	9	9	(<- 4) 8 (4 -->)	NWD	NWD	9	9	9	9	<-- RDO		
7:00 AM	FRIDAY - 11:00 AM to FRIDAY 10:59 AM	(<-) RDO (->)	NWD	NWD	9	9	9	9	(<- 4) 8 (4 -->)	NWD	NWD	9	9	9	9	<-- RDO		
7:30 AM	FRIDAY - 11:30 AM to FRIDAY 11:29 AM	(<-) RDO (->)	NWD	NWD	9	9	9	9	(<- 4) 8 (4 -->)	NWD	NWD	9	9	9	9	<-- RDO		
8:00 AM	FRIDAY - 12:00 PM to FRIDAY 11:59 AM	(<-) RDO (->)	NWD	NWD	9	9	9	9	(<- 4) 8 (4 -->)	NWD	NWD	9	9	9	9	<-- RDO		
8:30 AM	FRIDAY - 12:30 PM to FRIDAY 12:29 PM	(<-) RDO (->)	NWD	NWD	9	9	9	9	(<- 4) 8 (4 -->)	NWD	NWD	9	9	9	9	<-- RDO		

NON-EXEMPT HOURLY EMPLOYEE SCHEDULE TRANSITION - First week of transition ONLY:

- 1) **From a non-9/80 schedule to a 9/80 schedule:** No additional scheduled straight-time hours are required for the first week of this 9/80 schedule = 40 hours per week/Total 80 Hours for Pay Cycle
- 2) **From a 9/80 schedule to a non-9/80 schedule:** No overtime pay is required for the last week of this 9/80 schedule = 40 hours per week/Total 80 Hours for Pay Cycle

WORK SCHEDULE 2: Week 1 starts with a Friday 8 Hour Workday		Two Week Pay Cycle															>>>TRANSITION TO NON-9/80 SCHEDULE>>>	
		Week 1							Week 2									
Scheduled Shift Start Time Examples:	Defined Static Work Week Start & End Times	SPLIT DAY FRIDAY	SAT	SUN	MON	TUE	WED	THUR	SPLIT DAY FRIDAY	SAT	SUN	MON	TUE	WED	THUR	LAST DAY OF 9/80 SCHEDULE FRIDAY		
6:00 AM	FRIDAY - 10:00 AM to FRIDAY 09:59 AM	(<- 4) 8 (4 -->) (- 4)	NWD	NWD	9	9	9	9	(+ 4) (<-) RDO (->)	NWD	NWD	9	9	9	9	<-- 4/(+4) =8 hrs (= 44 hours worked week 2)		
6:30 AM	FRIDAY - 10:30 AM to FRIDAY 10:29 AM	(<- 4) 8 (4 -->) (- 4)	NWD	NWD	9	9	9	9	(+ 4) (<-) RDO (->)	NWD	NWD	9	9	9	9	<-- 4/(+4) =8 hrs (= 44 hours worked week 2)		
7:00 AM	FRIDAY - 11:00 AM to FRIDAY 10:59 AM	(<- 4) 8 (4 -->) (- 4)	NWD	NWD	9	9	9	9	(+ 4) (<-) RDO (->)	NWD	NWD	9	9	9	9	<-- 4/(+4) =8 hrs (= 44 hours worked week 2)		
7:30 AM	FRIDAY - 11:30 AM to FRIDAY 11:29 AM	(<- 4) 8 (4 -->) (- 4)	NWD	NWD	9	9	9	9	(+ 4) (<-) RDO (->)	NWD	NWD	9	9	9	9	<-- 4/(+4) =8 hrs (= 44 hours worked week 2)		
8:00 AM	FRIDAY - 12:00 PM to FRIDAY 11:59 AM	(<- 4) 8 (4 -->) (- 4)	NWD	NWD	9	9	9	9	(+ 4) (<-) RDO (->)	NWD	NWD	9	9	9	9	<-- 4/(+4) =8 hrs (= 44 hours worked week 2)		
8:30 AM	FRIDAY - 12:30 PM to FRIDAY 12:29 PM	(<- 4) 8 (4 -->) (- 4)	NWD	NWD	9	9	9	9	(+ 4) (<-) RDO (->)	NWD	NWD	9	9	9	9	<-- 4/(+4) =8 hrs (= 44 hours worked week 2)		

NON-EXEMPT HOURLY EMPLOYEE SCHEDULE TRANSITION - First week of transition ONLY:

- 1) **From a non-9/80 schedule to a 9/80 schedule:** When transitioning from a non-9/80 work schedule to 9/80 Work Schedule 2, the workweek is short (- 4) hours of straight-time in the first week of transition to the 9/80 schedule only. To ensure employee(s) are afforded a total of 40 scheduled straight-time hours in the first week of this schedule transition, employees shall be allowed, at their option, to work (+ 4) hours of straight-time on their Friday RDO. The (+ 4) hours must be worked in the first half of the workday, starting at the beginning of the employee's normal shift due to the split day/defined workweek. Employees may voluntarily decline to work the additional (+ 4) hours, resulting in a total scheduled work week of 36 straight-time hours during the first week of the new 9/80 work schedule.
- 2) **From a 9/80 schedule to a non-9/80 schedule:** When transitioning from this 9/80 work schedule to a non-9/80 work schedule, all 8 straight-time hours worked on the final Friday of the 9/80 schedule shall be applied to the second week of the 9/80 schedule in the pay cycle, resulting in 44 hours of scheduled straight-time in that work week prior to transitioning to a non-9/80 schedule. The additional (+4) hours shall be recorded and paid as pre-arranged overtime (Note: The 4 hours of overtime shall not be included in overtime tracking for annual equalization of pre-arranged overtime)

WORK SCHEDULE 3: Week 1 starts with a Monday Regular Day Off (RDO)		Two Week Pay Cycle															>>>TRANSITION TO NON-9/80 SCHEDULE>>>	
		Week 1							Week 2									
Scheduled Shift Start Time Examples:	Defined Static Work Week Start & End Times	SPLIT DAY MONDAY	TUES	WED	THUR	FRI	SAT	SUN	SPLIT DAY MONDAY	TUES	WED	THUR	FRI	SAT	SUN	START OF NEW NON-9/80 SCHEDULE MONDAY		
6:00																		

7:00 AM	MONDAY - 11:00 AM to MONDAY 10:59 AM	(<--) RDO (--)	9	9	9	9	NWD	NWD	(<-- 4) 8 (4 -->)	9	9	9	9	NWD	NWD	8 (--)
7:30 AM	MONDAY- 11:30 AM to MONDAY 11:29 AM	(<--) RDO (--)	9	9	9	9	NWD	NWD	(<-- 4) 8 (4 -->)	9	9	9	9	NWD	NWD	8 (--)
8:00 AM	MONDAY - 12:00 PM to MONDAY 11:59 AM	(<--) RDO (--)	9	9	9	9	NWD	NWD	(<-- 4) 8 (4 -->)	9	9	9	9	NWD	NWD	8 (--)
8:30 AM	MONDAY - 12:30 PM to MONDAY 12:29 PM	(<--) RDO (--)	9	9	9	9	NWD	NWD	(<-- 4) 8 (4 -->)	9	9	9	9	NWD	NWD	8 (--)

NON-EXEMPT HOURLY EMPLOYEE SCHEDULE TRANSITION - First week of transition ONLY:

- 1) From a non-9/80 schedule to a 9/80 schedule: No additional scheduled straight-time hours are required for the first week of this 9/80 schedule = 40 hours per week/Total 80 Hours for Pay Cycle
- 2) From a 9/80 schedule to a non-9/80 schedule: No overtime pay is required for the last week of this 9/80 schedule = 40 hours per week/Total 80 Hours for Pay Cycle

WORK SCHEDULE 4: Week 1 starts with a Monday 8 Hour Workday		Two Week Pay Cycle												>>>TRANSITION TO NON-9/80 SCHEDULE>>>		
		Week 1						Week 2								
Scheduled Shift Start Time Examples:	Defined Static Work Week Start & End Times	SPLIT DAY MONDAY	TUES	WED	THUR	FRI	SAT	SUN	SPLIT DAY MONDAY	TUES	WED	THUR	FRI	SAT	SUN	START OF NEW NON-9/80 SCHEDULE MONDAY
6:00 AM	MONDAY - 10:00 AM to MONDAY 09:59 AM	(+ + 4) (<-- 4) 8 (4 -->)	9	9	9	9	NWD	NWD	(<--) RDO (-->) (- 4) (+ 4)	9	9	9	9	NWD	NWD	8 (--)
6:30 AM	MONDAY - 10:30 AM to MONDAY 10:29 AM	(+ + 4) (<-- 4) 8 (4 -->)	9	9	9	9	NWD	NWD	(<--) RDO (-->) (- 4) (+ 4)	9	9	9	9	NWD	NWD	8 (--)
7:00 AM	MONDAY - 11:00 AM to MONDAY 10:59 AM	(+ + 4) (<-- 4) 8 (4 -->)	9	9	9	9	NWD	NWD	(<--) RDO (-->) (- 4) (+ 4)	9	9	9	9	NWD	NWD	8 (--)
7:30 AM	MONDAY- 11:30 AM to MONDAY 11:29 AM	(+ + 4) (<-- 4) 8 (4 -->)	9	9	9	9	NWD	NWD	(<--) RDO (-->) (- 4) (+ 4)	9	9	9	9	NWD	NWD	8 (--)
8:00 AM	MONDAY - 12:00 PM to MONDAY 11:59 AM	(+ + 4) (<-- 4) 8 (4 -->)	9	9	9	9	NWD	NWD	(<--) RDO (-->) (- 4) (+ 4)	9	9	9	9	NWD	NWD	8 (--)
8:30 AM	MONDAY - 12:30 PM to MONDAY 12:29 PM	(+ + 4) (<-- 4) 8 (4 -->)	9	9	9	9	NWD	NWD	(<--) RDO (-->) (- 4) (+ 4)	9	9	9	9	NWD	NWD	8 (--)

NON-EXEMPT HOURLY EMPLOYEE SCHEDULE TRANSITION - First week of transition ONLY:

- 1) From a non-9/80 schedule to a 9/80 schedule: When transitioning from a non-9/80 work schedule to 9/80 Work Schedule 4, all 8 straight-time hours worked on the FIRST Monday of the new 9/80 schedule shall be applied to the first week of the 9/80 schedule in the pay cycle, resulting in 44 hours of scheduled straight-time hours in the first workweek. The additional **(+ 4) hours** shall be recorded and paid as pre-arranged overtime. (Note : The 4 hours of overtime shall not be included in overtime tracking for annual equalization of pre-arranged overtime)
- 2) From a 9/80 to a non-9/80 schedule: When transitioning from this 9/80 schedule to a non-9/80 schedule, the second workweek of the 9/80 schedule pay cycle is short **(- 4) hours** of straight-time during the transition of the last week of the 9/80 schedule to a non-9/80 schedule ONLY. To ensure employee(s) are afforded a total of 40 scheduled straight-time hours in the second week during the schedule transition to a non-9/80 schedule, employees shall be allowed to voluntarily work **(+ 4) hours** of straight-time on their Monday RDO of the 9/80 schedule pay cycle. The **(+ 4) hours** must be worked in the second half of the workday, starting at the mid-point of the employee's normal shift, due to the split day/defined work week. Employee(s) may voluntarily decline to work the additional **(+ 4) hours**, resulting in a total scheduled workweek of 36 straight-time hours for the second week of the 9/80 work schedule pay cycle.