



**Pacific Gas and
Electric Company**

PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
300 LAKESIDE DRIVE
OAKLAND, CA 94612
650.832.8674



ENGINEERS AND SCIENTISTS OF CALIFORNIA
LOCAL 20, IFPTE, AFL-CIO AND CLC
810 CLAY STREET
OAKLAND, CA 94607
510.238.8320

MATTHEW LEVY
SENIOR DIRECTOR

CARL HARLAND
ASSISTANT EXECUTIVE DIRECTOR

R1-25-15-ESC

November 18, 2025

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:

In accordance with the provisions of Subsection 7.4(f) of the ESC Collective Bargaining Agreement and the requirements of LA 24-14-ESC (9/80 Master Agreement), the Company is proposing to change the current work schedule(s) of employees to allow a 9/80 work schedule with a fixed Regular Day Off (RDO) every other week as follows.

This agreement cancels and supersedes any prior 9/80 alternative work schedule agreements.

This agreement proposes establishing 9/80 alternative work schedules for Engineering Estimators, Senior Engineering Estimators, and Associate Distribution Engineers systemwide. This new alternative work schedule will start at the beginning of a new payroll cycle.

Defined Workweek

The new 9/80 seven-day workweek schedules shall be defined as:

- Friday 10:00 a.m. and ends on the following Friday at 9:59 a.m. for a schedule starting at 6:00 a.m.
- Friday 10:30 a.m. and ends on the following Friday at 10:29 a.m. for a schedule starting at 6:30 a.m.
- Friday 11:00 a.m. and ends on the following Friday at 10:59 a.m. for a schedule starting at 7:00 a.m.
- Friday 11:30 a.m. and ends on the following Friday at 11:29 a.m. for a schedule starting at 7:30 a.m.

Schedules

(Friday Schedule 1)

PAYROLL WEEK	START TIME	END TIME	FRIDAY	SATURDAY	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY
WEEK 1	6:00 A	3:30 P	RDO	NWD	NWD	9	9	9	9
WEEK 2	6:00 A	3:30 P	8*	NWD	NWD	9	9	9	9
WEEK 1	6:30 A	4:00 P	RDO	NWD	NWD	9	9	9	9
WEEK 2	6:30 A	4:00 P	8*	NWD	NWD	9	9	9	9
WEEK 1	7:00 A	4:30 P	RDO	NWD	NWD	9	9	9	9
WEEK 2	7:00 A	4:30 P	8*	NWD	NWD	9	9	9	9
WEEK 1	7:30 A	5:00 P	RDO	NWD	NWD	9	9	9	9
WEEK 2	7:30A	5:00 P	8*	NWD	NWD	9	9	9	9

(*Note: 8 hour day will end 1 hour earlier than scheduled end time)

(Friday Schedule 2)

PAYROLL WEEK	START TIME	END TIME	FRIDAY	SATURDAY	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY
WEEK 1	6:00 A	3:30 P	8*	NWD	NWD	9	9	9	9
WEEK 2	6:00 A	3:30 P	RDO	NWD	NWD	9	9	9	9
WEEK 1	6:30 A	4:00 P	8*	NWD	NWD	9	9	9	9
WEEK 2	6:30 A	4:00 P	RDO	NWD	NWD	9	9	9	9
WEEK 1	7:00 A	4:30 P	8*	NWD	NWD	9	9	9	9
WEEK 2	7:00 A	4:30 P	RDO	NWD	NWD	9	9	9	9
WEEK 1	7:30 A	5:00 P	8*	NWD	NWD	9	9	9	9
WEEK 2	7:30A	5:00 P	RDO	NWD	NWD	9	9	9	9

(*Note: 8 hour day will end 1 hour earlier than scheduled end time)

Employees, regardless of work schedule, may take either a 1/2-hour unpaid lunch or 1-hour unpaid lunch. The sample schedules provide for a 1/2-hour lunch. Desired unpaid lunch duration of 1/2-hour or 1-hour must be communicated to supervisor in advance. If an employee takes a 1-hour lunch their schedule will be extended by 1/2-hour at the end of the day. Once an employee's shift or schedule is set it may only be changed once every six (6) months but no more than twice per year.

If employees do not choose Schedule 1 or Schedule 2 for the 9/80 alternative work schedules listed above, they will be required to work a five-day, eight-hour work schedule starting at either 6:00 a.m., 6:30 a.m., 7:00 a.m. or 7:30 a.m.

Management has the right to staff work schedules based upon business needs.

Either the Union or Company reserves the right to cancel this-letter of agreement and return to eight-hour shift schedules by giving a minimum of 30 days' written notice at the local level and the work group will return to a 5/8 schedule at the beginning of a new two-week pay cycle.

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

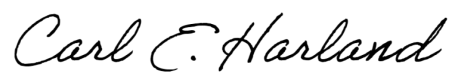
Very truly yours,

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 19th, 2025 By: 
Carl Harland
Assistant Executive Director