Pacific Gas and Electric Company

Matt Levy
Senior Director
Labor Relations

300 Lakeside Dr
Oakland, CA 94612-3534

October 30, 2026

Mr. Bob Dean, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dean:

This letter and its attachments are the table agreement reached by the Company's Negotiating Committee and the Union's Negotiating Committee with respect to the IBEW Physical Agreement and the Benefits Agreement, herein referred to as the Physical Table Agreement (PTA).

Ratification Vote

The PTA will be voted on by the IBEW Physical represented employees. Implementation of all items in this document, including the General Wage Increase (GWI), working conditions and benefits changes will not occur until this PTA is ratified.

Term and Effective Date

The term of the PTA will commence on the date of ratification and end December 31, 2029.

The effective dates for the changes made in this PTA are as noted herein.

Wages

Employees will receive a five percent (5.0%) general wage increase using normal rounding effective the first pay period after the ratification date. Employees who are on the active payroll on the ratification date of the agreement will receive an additional payment equal to the amount they would have received if a five percent (5.0%) general wage increase had been implemented on January 1, 2026, as soon as administratively feasible. This payment will be included in covered compensation for the purposes of the Savings Fund Plan and Retirement Plan for employees who retired in 2026 and will not be included for any other benefit plan purposes. The five percent (5.0%) general wage increase for 2026 will be included in wage rates before applying the five percent (5.0%) general wage increase for 2027.

Employees who have retired on or after February 1, 2026, will receive a retroactive pay increase and pension recalculation for wages earned from January 1, 2026, to the ratification date or their retirement date, whichever is earlier as soon as administratively feasible.

In addition, the Company will grant a general wage increase using normal rounding of five percent (5.0%) effective January 1, 2027, six percent (6.0%) effective January 1, 2028, and six percent (6.0%) effective January 1, 2029.

Classification Specific Wage Adjustments

The parties agree to the classification specific wage adjustments, as included in Attachment A, as well as updates to classification titles of various Title 300 Crew Leader and Working Leader classifications which will be implemented as soon as administratively feasible. These changes will be effective in the first pay period following the ratification date of the agreement.

Extension of Retention Agreements

The parties agree to extend the expiration provision of the following Letter of Agreements until December 31, 2029:

a. LA R1-23-32 – Electrician-Electrical Technician Line of Progression Non-Pensionable Hourly Wage Premium for specific Headquarters
b. LA 23-36 – Line Worker Line of Progression Non-Pensionable Hourly Wage Premium for specific East Bay and Mission Division Headquarters
c. LA 23-39 – Telecommunication Maintenance & Construction Line of Progression Non-Pensionable Hourly Wage Premium for specific Headquarters
d. LA 24-22 – Troubleshooter Non-Pensionable Hourly Wage Premium for specific Headquarters

Additionally, the parties agree to update the respective letters of agreement to reflect the above extension date.

Doubletime for Overtime Work Performed on Sundays and All Work Performed on Holidays

Effective the first pay period following the ratification date of the agreement, the parties agree that all overtime work performed on Sundays will be paid at two times the straight time rate of pay. All work performed on a Holiday (regularly scheduled or overtime) will be paid at two times the straight time rate of pay, with exception to the three Floating Holidays.

Meals

Effective the first pay period following the ratification date of the agreement, the parties agree to establish a meal allowance of $50 for in-lieu overtime meals, overtime meals upon dismissal from work and overtime meals observed at restaurants. In addition, meal receipts will no longer be required or subject to reimbursement, and menu food restrictions will no longer be applicable for the overtime meals noted above. Alcohol restrictions remain under the Company Code of Conduct.

The meal allowance is not payment for hours worked and will be excluded from “Basic Weekly Pay” for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Pacific Gas and Electric Company Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees. The meal allowance is also considered taxable compensation. All taxable compensation is subject to the withholding of all applicable federal and state income and employment taxes.

After ratification, the parties agree to revise the Meals Clarification (LA R1-98-50-PGE) and the Comparable Substitute for Usual and Average Meals Supplement contained in the Physical Agreement.

GC Per Diem Increase

Effective the first pay period following the ratification date of the agreement, the parties agree to increase the per diem expense allowances contained within Section 301.4 (a) as follows:

- Zone 1 adjusted from $11 to $30
- Zone 2 adjusted from $20 to $50
- Zone 3 adjusted from $30 to $75

Rewards and Recognition

Effective the first pay period following the ratification date of the agreement, the parties agree to increase the per employee per calendar quarter award limit from $200 to $400.

Helicopter Premium

Effective the first pay period following the ratification date of the agreement, the parties agree to expand the classifications eligible for the helicopter long line premium when utilizing human external cargo (HEC) work procedures and the helicopter patrol premium while flying as a passenger in a helicopter to patrol and/or inspect Company assets.

New Employee

Effective the first pay period following the ratification date of the agreement, new employees will receive paid Company Holidays and five sick days upon hire. Additionally, an employee who has gained regular status but completed less than one year of service may be released for unsuitability without recourse to the grievance procedure. This provision will apply to all employee groups (Title 200 and Title 300).

Job Bidding

Within ninety days of the ratification date of the agreement, the parties agree to establish an Ad Hoc Committee to address contractual issues surrounding the establishment of a post-bidding system. This will include replacement of the pre-bidding and transfer systems, any required updates to Title 205, Title 305, or any other affected contractual sections, and establishment of a committee to provide oversight to the implementation of the new post-bidding system.

Benefits

Effective January 1, 2028, active employee Health & Welfare benefits will include additional options and changes including the following:

- New High-Deductible Health Plan (HDHP) with a Health Savings Account (HSA) option
- No requirement to perform Health Screening with Quest to receive Company seed money for the Health Account Plan (HAP) or HDHP plans
- Establishing separate Deductibles and Out of Pocket Maximums for in-network versus out-of-network services

- Implement a standard list of preventive care services according to United States Preventative Services Task Force (USPSTF)
- Implement Kaiser and Anthem standard preventive listing for free drugs
- Raise Infertility coverage from $7,000 Lifetime Maximum to $25,000 Lifetime Maximum
- Raise Adoption Reimbursement from $2,000 per adoption to $25,000 per adoption
- Raise Company Paid Life Insurance from $10,000 to $50,000
- Raise Company Paid AD&D Coverage from $10,000 to $50,000
- Implement Free Preventive Care for Dental on base dental plan

In addition, effective January 1, 2028, for full-time and eligible Part-time employees, the employee medical premium cost share amount will increase to 10% of the cost for the HAP plan, or 7.5% of the cost for the HDHP plan.

Retiree Medical

Effective January 1, 2028, PG&E will eliminate PG&E sponsored retiree major medical options and leverage the marketplace to provide access to more cost-effective health plans. The new arrangement will consist of a PG&E funded Retiree Health Reimbursement Arrangement (RHRA) account which will provide a yearly subsidy for Retirees and eligible spouses/domestic partners who participate in the PG&E Private Retiree Health exchange as follows:

- Funding level of $15,450 each for Pre-Medicare eligible retirees and Pre-Medicare eligible spouse or domestic partner per year.
- Funding level of $1,854 each for Medicare eligible retirees and Medicare eligible spouse or domestic partner per year.

Vacation

Beginning January 1, 2027, the Vacation Allowance provisions contained within Section 111.2 have been amended to the following:

EARNED ANNUAL VACATION	
SERVICE ANNIVERSARY YEAR	**NUMBER OF VACATION DAYS (HOURS) EARNED**
0 – 8 Years	*15 days / 120 hours*
9 – 18 Years	*20 days / 160 hours*
19 - 28 Years	*25 days / 200 hours*
29 or more years	*30 days / 240 hours*

Effective January 1, 2028, employees who reach their maximum accrual (two times their annual allotment) will stop accruing vacation until they are below their maximum accrual cap. Further, employees will be provided with information to monitor their vacation allotment and a procedure on how to submit vacation requests (outside the normal vacation scheduling process) prior to reaching the accrual cap of two times the annual limit.

Technology

Drones

Effective the first pay period following the ratification date of the agreement, the parties agree that, subject to shared jurisdiction, when Drones are utilized for work normally performed by

IBEW Local 1245-represented employees, such work shall be assigned to those represented employees and contractors as permitted by the parties' agreements.

Artificial Intelligence

Effective the first pay period following the ratification date of the agreement, the parties agree the Company shall notify the Union prior to implementing any new technology or tool that will have a material impact on work normally performed by IBEW 1245 bargaining unit members and agree to bargain in good faith over the effects of its decision to use or implement new tools or technology.

Post Bargaining Ad Hoc Committees

In addition to Job Bidding and Meals, the parties agree to convene Ad Hoc committees as referenced in Attachment A.

Emergency Response Pilots

Effective after the ratification date of the agreement, and running through December 31, 2029, the parties agree to explore ideas and pilots to improve emergency response including but not limited to the utilization of paid standby emergency response local pilot programs in different locations throughout the Company service territory.

Updates to Job Definitions and Lines of Progression (JDLOP)

List of JDLOP Changes and reference Attachment A

Joint Oversight Committee of CBA Implementation

The parties have established a CBA Implementation Oversight committee to help prevent grievances that commonly occur after new language is put into process.

Attached are amended Contract Sections as agreed to during the negotiations, as follows:

A. Physical Agreement Amendments
B. Benefits Agreement

If any of the above or the attachments thereto are not in accordance with your understanding of our settlement, please let me know immediately.

PACIFIC GAS & ELECTRIC COMPANY

By:_____
Matt Levy
Senior Director, Labor Relations

The Union is in agreement.

LOCAL UNION NO. 1245 INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Date_____, 2026 By:_____
Bob Dean
Business Manager

Attachment A

Agreed to Ad Hoc Committees

Benefits Agreement Review

Ensure that the Benefits Agreements are updated and consolidated to include terms and provisions from the 2026 negotiations.

Benefits - Active Medical Enhancements

To discuss the potential of introducing a new Narrow Network Medical Plan as well as the “Centers of Excellence” for employees covered by Anthem.

Drones

To discuss the establishment of new classifications to support patrol and desk review activities and potential updates to Letter Agreement R1-22-05.

Fleet Contracting

To discuss potential revisions to the vehicle to employee ratio and leased/rental vehicle to Company vehicle ratio contained within LA R2-96-107.

Lead Dispatcher Classification

To discuss the potential creation of a new Lead Work & Resource Dispatcher-Electric classification.

Gas Service Line of Progression (LOP)/Service Mechanic Apprenticeship

Establish Oversight Committee to implement agreed to changes and update the Job Definitions and Line of Progression

Gas T&D Update to JDLOP

Establish Oversight Committee to implement agreed to changes and update the Job Definitions and Line of Progression.

GC Gas Drilling

Establish Oversight Committee to implement agreed to changes and update the Job Definitions and Line of Progression. In addition, the parties will conduct a joint review of an incumbent list.

GC Gas Welding

Establish Oversight Committee to implement agreed to changes and update the Job Definitions and Line of Progression.

Tools

Discuss revisions to the Employee Provided Tool List included in LA 93-41 specific to Substation and Power Generation Apprentice Electricians and Title 200/300 Fleet Mechanics.

Vegetation Management Classifications

Establish Oversight Committee to implement agreed to changes and update the Job Definitions and Line of Progression.

TITLE 3. CONTINUITY OF SERVICE

3.5 RESIDENCY REQUIREMENTS (Added XX-XX-26)

Consistent with the provisions of this Title which pertain to the continuity of service to the public, employees who fill job vacancies in the classifications ***listed below*** ~~of *Electrician – Switching,* Utility Gas Service Representative, Gas Service Representative, Lead Gas Service Representative or Troubleman on and after July 1, 1974, may~~ ***will*** be required to reside within the community in which the Company headquarters to which they regularly report is located, unless for good cause such requirement is waived or varied by joint agreement of Union and Company as to any such individual appointment. Such residential requirement shall be determined solely on the basis of obligations relating to the continuous rendition and availability of Company service to the public. The waiver provided for above shall be reduced to writing~~*, the conditions thereof set forth and signed by the Company's Senior Director of Labor Relations and Union's Business Manager*~~ ***and signed by the Company's Labor Relations representative and the Union's Senior Assistant Business Manager***. (Amended ***XX-XX-26*** ~~*3-26-21*~~)

For the purposes of this section, a Lead Gas Service Representative, Gas Service Representative ~~Troubleman~~*,* ***Troubleshooter, Transmission Troubleshooter, Martin Substation Electrician, Martin Substation Electric Maintenance Crew Leader, Senior Martin Substation Electrician or*** Electrician – Switching*,* will be considered to be residing in the "community" if his/her residence is located no more than 30 ***road miles*** ~~*minutes automotive travel time*~~, ~~under ordinary travel conditions,~~ from the employee's headquarters ***or his/her residence is within the headquarters service territory and no more than 50 road miles from the employee's headquarters***. ~~and a~~ ***A*** Utility Gas Service Representative will be considered to be residing in the "community" if his/her residence is located no more than 60 ***road miles*** ~~*minutes automotive travel time, under ordinary travel conditions,*~~ from the employee's headquarters ***or his/her residence is within the headquarters service territory***. (Amended ***XX-XX-26*** ~~*3-26-21*~~)

Any employee who must change his/her place of residence as provided herein shall be given ~~a reasonable period of time~~ ***one year*** in which to move to avoid personal hardship. ***If the employee does not change his/her residence within one year, the employee will be demoted pursuant to Section 206.15.*** (Amended ***XX-XX-26*** ~~1-1-91~~)

An employee's Residence is defined as the principal place of abode in which the employee normally resides on a regular basis and from which the employee commutes daily or weekly to work locations. (Added XX-XX-26)

~~*The local residence requirements allowing an employee to live beyond the above community standard in effect at a headquarters on June 30, 1974 shall remain in effect for each employee then subject to the provisions of this Section 3.5 until changed by agreement of said Business Manager of Union and Company's Senior Director of Labor Relations. (Amended 8-15-17)*~~

TITLE 4. UNION SECURITY

4.3 CHECKOFF OF DUES

Company shall deduct from wages, and pay over to the ***designated*** ~~proper~~ officers of Union the membership dues of any member of Union or agency fees of any other employee as provided for in Subsection 4.1(a) who individually and voluntarily authorizes such deductions in writing. The form of checkoff authorization shall be approved by Company and Union. (***Amended XX-XX-26*** ~~1-1-83~~)

The Company shall remit all dues to the Union no later than the fifteenth (15th) day of the month following the month in which the deductions were made. (Added XX-XX-26)

TITLE 8. LABOR MANAGEMENT COOPERATION

8.3 PRODUCTIVITY ENHANCEMENT COMMITTEES (Title Amended 1-1-00)

(b) A unit may request to participate in an employee involvement efficiency project. Each project will have an advisory committee and a steering committee, each consisting of Company and Union representatives.

Company's Senior Director of Labor Relations and Union's Business Manager may agree to guidelines and provisions to temporarily amend provisions of the agreement and/or Company policies and procedures (excluding conflict with any Federal or State Law, Regulation or Executive Order). ~~(See Letter Agreement 87-165-PGE, Exhibit XI.)~~ (Amended ~~8-15-17~~***XX-XX*-26**)

TITLE 101. LEAVE OF ABSENCE

101.1 ELIGIBILITY

"Leave of absence" ***with or*** without ***hourly or monthly*** pay shall be granted to regular employees, under the conditions set forth in this Title for urgent or substantial personal reasons, provided that adequate arrangements can be made to take care of the employee's duties without undue interference, or if required by law, undue hardship, with the normal routine of work. A "leave" will not be granted if the purpose for which it is requested may lead to the employee's resignation. ~~For the purpose of this Agreement the terms "leave of absence" and "leave" signify absence without pay for periods in excess of ten consecutive workdays. In the computation of the length of a "leave of absence" there shall not be included any time the employee is absent with pay. Absences without pay for ten consecutive workdays or less shall also be authorized under these provisions.~~ ***Employees are entitled to apply for a leave of absence but may alternately use paid sick leave as available, subject to the provision set forth in Title 112. Employees are considered to be on leave of absence once the leave is approved by the Company's leave administrator.*** (Amended ~~1-1-09~~ ***XX-XX-26***)

Many provisions of the agreement may be affected by a leave of absence. For contractual purposes other than this title, unless otherwise specified, the employee will be considered to be on an approved leave of absence when the leave of absence is greater than ten consecutive work days (this includes but is not limited to Wage Progression, Positive Discipline, etcetera). (Added XX-XX-26)

In addition to the provisions of this Title, it is the intent of the parties to ~~include~~ ***provide all employees*** leave benefits ~~as~~ mandated by ~~state and federal law~~ Federal, State and Local law, ~~including the California Family Rights Act of 1991, the California Pregnancy Disability Leave, and the Federal Family and Medical Leave Act of 1993.~~ Leaves ***provided*** under ~~state and federal~~ ***Federal, State and Local*** law shall not exceed the time provided under the applicable statute and will not be extended as a leave under 101.2 under any circumstance. (Amended ~~1-1-16~~ ***XX-XX-26***)

Leaves of absence provided in this title that are not required by law will run concurrently with and do not extend the maximum period of leave to which the employee may be entitled to under the applicable statutory leaves. Employees on an approved leave of absence may receive pay through paid sick leave, vacation, floating holidays, banked Paid Company Holiday, California State Disability and/or the Company Voluntary Plan. (Added XX-XX-26)

~~Effective 1/1/18, a~~ ***A*** regular employee who is absent and approved under the Voluntary Disability Insurance Plan or Voluntary Paid Family Leave Plan shall concurrently be on an authorized "leave of absence" in accordance with 101.2. (Added 1-1-16) ***(Amended XX-XX-26)***

~~All leave time runs concurrently with and does not extend the maximum period of leave to which the employee may be entitled under the California Family Rights Act, California Pregnancy Disability Leave or Federal Family and Medical Leave Act. (Added 1-1-16)~~

101.2 ~~PERIODS~~ *DURATION AND TYPES* OF LEAVE *(Amended XX-XX-26)*

The Company may grant a "leave of absence" ***with or*** without pay to a regular employee for a period not in excess of six consecutive months. It may grant an additional "leave of absence" ***with or*** without pay to such employee if personal circumstances and service to the Company warrant the granting thereof or as otherwise required by applicable law. Except as provided in Sections 101.6 and 101.8, ***or 101.2(***a) a "leave of absence" will not be granted which, together with the last "leave" or "leaves" granted, will exceed twelve consecutive months. (Amended ~~1-1-09~~ ***XX-XX-26***)

(a) Company Medical Leave: A Company Medical Leave (CML) of Absence with or without pay may be granted to eligible regular-status employees who are unable to work due to illness or injury. A CML will not exceed twelve consecutive months unless an exception is granted by the Company. The CML will terminate when the LTD waiting period has been met. If the employee's CML has ended and they've applied for LTD, additional CML will be granted during the LTD adjudication period. (Added XX-XX-26)

(b) Child Care Leave: A regular employee who has become a parent by the birth or adoption of a child, or foster placement of a child shall be entitled to an unpaid "leave of absence" for a period not to exceed six consecutive months, without reference to urgent and substantial personal reasons to care for such newborn, foster or adopted child. ~~When an employee who was granted a leave for child care applies for reinstatement the employee will be returned to the employee's former classification and headquarters which the employee vacated.~~ ***The employee, at their option, may utilize other paid time off (vacation, floating holiday, paid holiday) or wage replacement benefits available to them for an approved Child Care Leave. Applicable statutory leaves and/or leave under the Company Paid Family Leave policy will run concurrently with Child Care leave.*** (Amended ~~1-1-16~~ ***XX-XX-26***)

An employee shall be entitled to an additional "leave of absence" for a period not in excess of ***an additional*** six consecutive months for child care with the understanding that the employee may return to work provided a vacancy exists in the classification and headquarters which the employee vacated, or in a classification lower thereto in the Line of Progression at such headquarters. ***(Amended XX-XX-26)***

If a vacancy of this kind does not exist after the second six consecutive months, the employee's service shall be terminated. (~~Entire Subsection Added 1-1-84~~ **(*Amended XX-XX-26*)**

(c) If an employee has become a legal guardian the Company may, at its discretion, grant a “leave of absence” pursuant 101.1 above ***and/or a child care leave pursuant to Section 101.2(b)*** (Added 1-1-16) ***(Amended XX-XX-26).***

101.3 COMMENCE AND END

A "leave" shall commence on ~~and include~~ the ~~first workday on which~~ ***start date requested by*** the employee ~~is absent without pay, and terminate with and include~~ ***and certified by the Company Leave Administrator. The leave will end*** the workday preceding the day such employee returns to work. ~~The conditions under which an employee shall be restored to employment on the termination of the employee's "leave of absence" shall be clearly stated on the form on which application for the "leave" is made.~~ (Amended 1-1-91 ***XX-XX-26***)

101.4 STATUS

An employee's status as a regular employee shall not be impaired by a "leave of absence."

101.5 TERMINATION OF SERVICE

If an employee fails to return immediately on the expiration of the employee's "leave of absence," or if such employee accepts other employment while on "leave," except as provided in Section 101.6, or if such employee makes application for unemployment benefits under the California Unemployment Insurance Act while on "leave," such employee shall thereby forfeit the "leave of absence," and terminate Service with Company***, except where otherwise required by Federal, State, or Local law***. (Amended ~~1-1-91~~ ***XX-XX-26***)

101.6 UNION LEAVE OF ABSENCE

Subject to the provisions of Section 101.1 *and Letter Agreement 15-21*, Company shall at request of Union grant a "leave of absence" without pay to any employee for the purpose of engaging in Union business. An employee who has returned to work for Company following an absence on "leave" for Union business in excess of six months shall not be granted another such "leave" until such employee has worked for a period equivalent to the time of the last continuous absence on "leave" for Union business. (Amended 3-29-21)

101.7 RETURN FROM UNION LEAVE OF ABSENCE

Unless an employee who is on "leave of absence" for Union business notifies Company that he/she will return to work at the end of the first six months of such absence, such employee's job shall be considered as vacant, and Company may fill it as provided in Title 205 in the case of a Division job, or as provided in Title 305 in the case of a General Construction job. When such employee returns to employment after an absence in excess of six months, such employee

shall be employed in his/her former Bidding Unit or Department and former classification subject to the following: (Amended 1-1-91)

(a) Such employee may elect to displace another employee, or, if Company offers an assignment to a job vacancy on which another employee with longer Service does not have a prebid, the employee may elect to accept it. (Amended 1-1-91)

(b) If such employee accepts such assignment, the location of such job shall thereupon become the regular headquarters. If there is no vacancy to which the employee can be assigned or elects not to accept an assignment to an existing job vacancy, placement in the Company shall be governed by Title 206 or Title 306, whichever is applicable. (Amended 1-1-91)

(c) If the employee is a Division employee and elects to displace another employee, such employee shall displace that employee in his/her former Bidding Unit or Department and classification who entered such classification during the period of the "leave of absence" and who has the least Service. If such displacement cannot be effected, the employee shall displace that employee in such Bidding Unit or Department and classification who has the least Service, except that the employee may not displace an employee whose Service is equal to or exceeds his/her own. If the last mentioned displacement cannot be effected, placement in the Company shall be governed by Title 206, and the job headquarters shall be the same as it was when the "leave of absence" was granted. (Amended 1-1-91)

(d) If he/she is an employee of General Construction and elects to displace another employee, he/she shall displace that employee in his/her classification and department of General Construction within his/her former promotion and demotion area who has the least Service, except that the employee may not displace an employee whose Service is equal to or exceeds his/her own. If this displacement cannot be effected, placement in the Company shall be governed by Title 306. (Amended 1-1-91)

101.8 MILITARY LEAVE OF ABSENCE

An employee who ~~leaves employment with Company to ente~~r***s*** the military service or other service where reemployment rights are protected by law will be granted a "leave of absence~~" under the provisions of Sections 101.1 to 101.5, inclusive. Upon qualifying for reemployment under any such law, and being reemployed the employee will be granted a further retroactive "leave of absence" to cover the balance of the absence.~~ ***consistent with law.*** (Amended 1-1-91 ***XX-XX-26***)

Eligible employees who engage in military service or who are eligible family members of military personnel are entitled to time off consistent with federal and state law. (Added 1-1-09)

101.9 ~~FUNERAL~~ *BEREAVEMENT* LEAVE

(a) A regular employee will be ~~granted up to three days off with pay if a member of~~ ***provided bereavement leave for*** the ***death of*** immediate family~~ dies~~ ***members in accordance with State law, which is currently five days***. ***The first three of those covered working days will be paid. Employees may choose to use*** ~~Unused~~ ***vacation, or floating holidays, and/or sick leave for the additional two days of bereavement leave.*** ~~may be granted to extend an employee's funeral leave beyond the three days provided for above or personal time off without pay for the time needed will be granted.~~ The immediate family shall be limited to: an employee's spouse or employee's registered domestic partner, parent, grandparent, grandparent-in-law or grandparent of employee's registered domestic partner, parent-in-law or parent of employee's registered domestic partner, child or child of employee's registered domestic partner, grandchild, son-in-law, daughter-in-law, stepchild, brothers, sisters, half-brothers and half-sisters, step-brothers, step-sisters, foster parents, step-parents, aunts, uncles***, nieces, nephews*** or an individual who was a member of the employee's immediate household at the time of death. (Amended ~~7-25-12~~ ***XX-XX-26***)

(b) Consistent with the Company's operational needs, a regular employee may be granted the time off with pay necessary to attend the funerals of other persons the employee may be reasonably deemed to owe respect, but not to exceed one day.

(c) Employees who have not attained regular status***, Part Time, Intermittent, Temporary Additional, and***

Hiring Hall employees will be allowed time off ~~without pay~~ as provided for in (a) and (b) above. ***Such time off will be without pay, however, employees may choose to use vacation, floating holidays, and/or sick leave to days off covered by Section 101.9 (a). (Amended XX-XX-26)***

101.10 JURY DUTY

Employees who are summoned to serve on a grand jury, trial jury, or a jury of inquest will be granted the necessary time off for this purpose under the following conditions:

(a) Regular employees will be allowed the necessary time off with pay for jury duty which occurs within their scheduled working hours during the basic workweek. Such employees assigned to a third shift shall be rescheduled to a first shift during such a period of time at the straight rate of pay, and such employees assigned to a second shift who are required to report to the jury commissioner on a second consecutive workday or more shall be rescheduled to a first shift on a Monday-Friday basic workweek during such a period of time at the straight rate of pay. Such employees will be paid at their basic rate of pay. In the application of other provisions of this Agreement, such time off with pay for jury duty will be considered as time worked and, if dismissed by the court on any workday before the end of the employee's regular work hours, such employee shall return to work provided such dismissal occurs at least two hours before the conclusion of such hours of work. (Amended 1-1-88)

(b) Employees who have not attained regular status will be allowed time off without pay subject to the other provisions of (a) above, ***but may choose to use their available unused vacation, floating holidays or sick leave (Amended XX-XX-26)***

(c) Employees shall advise their supervisor on the workday following receipt of notice that they are required to report for jury duty service. The employee may be required to provide receipt of such notice to their supervisor. (Amended 1-1-88)

101.11 WITNESSES

Regular employees will be given the necessary time off to appear as a witness in administrative, civil or criminal cases under the following conditions:

(a) Employees who are required to appear as witnesses on behalf of Company will be treated with respect to the provisions of this Agreement as though they were employed in their customary work.

(b) Employees who are subpoenaed to appear in litigation in which Company has no interest and is not a party, but nonetheless involves an employee's presence as to matters arising out of and in the course of their employment with Company will be paid at their regular straight-time rate of pay for the time required to appear or testify (but not more than eight hours in any one normal workday), less any remuneration they are entitled to by law except that travel and other expenses for which they are reimbursed which are not subject to income tax will not be included when computing such remuneration.

(c) Following dismissal of the employee-witness by the court or administrative agency on any workday before the end of the employee's regular work hours, the employee shall return to work provided such dismissal occurs at least two hours before the conclusion of such hours of work. (Amended 1-1-91)

(d) In all other instances, an employee who has been subpoenaed as a witness in any matter not provided for above will be excused from work, without pay, for the time necessary for such administrative or court appearance.

101.12 ADOPTION

Regular employees will be allowed up to 8 hours of time off with pay (as necessary) for court appearances in connection with child adoption procedures. Such time may be taken in increments of one hour or more. (Amended 1-1-88.)

TITLE 103. HOLIDAYS

103.1 HOLIDAY ENTITLEMENT

Only ~~regular~~ employees who are not on a "leave of absence" and who:

(a) are paid for the workdays immediately before and after the holiday, or

(b) are off work with permission, but without pay, for reasons of illness or disability, on the workdays immediately before and after the holiday, or

(c) are paid for the workday either before or after the holiday but are off work with permission without pay on the other day,

shall, except as provided in Section 103.7, be entitled to have the following holidays off with pay when they fall on a workday in such employee's basic workweek:

New Year's Day (January 1)
Martin Luther King, Jr. Day (3rd Monday in January)
Washington's Birthday (3rd Monday in February)
Memorial Day (last Monday in May)
Juneteenth (June 19)
Independence Day (July 4)
Labor Day (1st Monday in September)
Veterans' Day (November 11)
Thanksgiving Day (4th Thursday in November)
Friday after Thanksgiving
Christmas Day (December 25)
Three Floating Holidays (see Section 103.3)

(Amended ~~1-1-94~~***XX-XX-27***)

103.3 FLOATING HOLIDAYS

(a) Floating Holiday time will be posted to each ~~regular~~ full or part-time employee's account in January of each year, or upon the attainment of regular status. (Added ~~8-15-17~~***XX-XX-27***)

(b) An employee may select any day as a floating holiday, except those holidays listed under Section 103.1, either during the vacation sign-up provided for in Section 111.13 or during the year. Except in emergencies, employees shall make a good faith effort to notify their supervisor at least 24 hours in advance for all floating holidays which are not scheduled in accordance with Section 111.13. A supervisor may, however, limit the number of employees in a classification at a headquarters who may be off on a floating holiday on any given day. If more employees elect a specific day as a floating holiday than can be permitted to be off on that day, the preference will be given in order of service to employees who sign up during the annual vacation sign-up. Under no circumstances may an employee with greater service "bump" an employee who has signed up for a given floating holiday earlier in the year. (Amended 10-1-03)

(c) Employees are strongly encouraged to schedule and take Floating Holidays during the calendar year in which they are granted. However, any unused Floating Holiday hours as of December 31 of each year will be converted to vacation hours and will be deferred pursuant to Section 111.11(a). (Added 10-1-03)

103.6 HOLIDAY ON EMPLOYEE'S NON-WORKDAY

If a holiday falls on a ~~regular~~ employee's non-workday, such employee shall be entitled to have one additional

workday off with pay. Such day shall be scheduled in conjunction with the employee's next scheduled vacation under the provisions of Title 111, except that such day may be taken prior to the employee's next scheduled vacation with the approval of the supervisor in charge. In no event shall the additional day be taken prior to the date of the holiday. The provisions of this Section shall not apply to part-time employees. (Amended ~~1-1-09~~ ***XX-XX-27***)

103.7 WORK ON HOLIDAYS

(a) ~~Regular employees~~ ***Employees*** in the classifications listed below may be regularly scheduled to work on holidays which fall on their workdays and shall be compensated therefore as provided in Title 208 in addition to holiday pay. The number of such employees regularly scheduled to work on a holiday shall be kept at a minimum consistent with operational requirements. (Amended ~~1-1-09~~***XX-XX-27***)

Classifications listed in Exhibits III, IV and V
Roving Operator
Water System Operator
Classifications subject to the provisions of Section 202.5.

If the Company determines that the services of an employee, who is regularly scheduled to work on a holiday, are not required on the holiday, such employee, upon being notified by Company any time prior to quitting time of such employee's workday next preceding the holiday, shall then take the holiday off with pay and the employee's name shall be considered to be removed from the schedule for such day. (Amended 1-1-88)

(b) ~~A regular~~ ***An*** employee may be required to perform prearranged or emergency work on a holiday which falls on a workday in the employee's basic workweek, in which event the employee shall, in addition to his/her holiday pay, be compensated therefore as provided in Title 208 or 308. (Amended ~~1-1-91~~***XX-XX-27***)

(c) (Deleted 1-1-88)

103.8 PAY FOR HOLIDAY WORK ON NON-WORKDAY

If an employee ***(including probationary or casual)*** is required to work on a holiday which falls on a non-workday or on a workday outside his/her basic workweek, the employee shall be paid overtime compensation at ~~one and one-half~~ ***two*** times the employee's straight rate of pay for all time worked on such day. (Amended ~~1-1-91~~ ***XX-XX-27***)

103.9 (Deleted XX-XX-27) ~~HOLIDAY PAY FOR PROBATIONARY OR CASUAL EMPLOYEES~~

~~A probationary or casual employee shall not be entitled to pay for a holiday unless such employee works on such day, in which event the employee shall be paid at one and one-half times the straight rate of pay for the time so worked. (Amended 1-1-91)~~

TITLE 104. MEALS

104.1 INTENT

The provisions of this Title shall be interpreted and applied in a practical manner which shall conform to the intention of the parties in negotiating with respect to meals; namely, that a ~~comparable substitute~~ ***meal option*** shall be provided when employees are prevented from observing their usual and average meal practices or are prevented from eating a meal at approximately the usual time therefore. ***(Amended XX-XX-26)***

Average and usual meal practices for day employees are defined as: (Added 1-1-09)

Breakfast: ½ hour to 1 hour prior to regular work hours.
Lunch: non-workday lunch is same as workday lunch time period.
Dinner: Between 6:00 p.m. and 7:00 p.m.

As stated in Section 3.1 of this Agreement, Company is engaged in rendering public utility services to the public, and Union and Company recognize that there is an obligation on each party for the continuous rendition and availability of such services. Therefore, employees will be expected to exercise good judgment as to whether or not to obtain or delay the initial meal when called out for an emergency assignment to restore service to customers during an average and usual meal time. (Added 1-1-09)

104.2 MEALS - EMERGENCY OUTSIDE WORK HOURS AND NON-WORKDAYS - GENERAL

If Company requires an employee to perform emergency work on the employee's non-workday or wholly outside of the employee's regular work hours on workdays, it shall, if possible, provide the employee with a meal at intervals of approximately four hours for as long as such work continues, but such employee shall not be required to work more than five consecutive hours without a meal if one can be provided. This Section shall be construed not to apply to cases wherein work extends beyond regular quitting time on a workday.

104.3 MEALS - EMERGENCY PRIOR TO WORK HOURS

If Company requires an employee to perform emergency work on workdays starting two hours or more before regular work hours and such employee continues to work into regular work hours, the employee shall provide for one meal on the job and Company shall provide other meals as required by the duration of the work period, but if such emergency work starts less than two hours before regular work hours the usual meal arrangements shall prevail. If in any of the foregoing cases Company does not give an employee an opportunity to eat a breakfast and prepare a lunch before reporting for work, it shall provide such meals. The meals provided for in this Section shall be eaten at approximately the usual times therefore and the usual practice relating to lunch periods on workdays shall prevail. (Amended 1-1-91)

104.4 MEALS - WORK BEYOND QUITTING TIME

If Company requires an employee to perform work for more than one hour beyond regular work hours, it shall provide the employee with a meal approximately one hour after regular quitting time and with meals at intervals thereafter of approximately four hours but not more than five hours for as long as the employee continues such work. (Amended 1-1-91)

104.5 MEALS - PREARRANGED WORK ON NON-WORKDAYS

When an employee is required to perform prearranged work on non-workdays during regular work hours the employee shall observe the lunch arrangement which prevails on his/her workdays. If such work continues after regular work hours Company shall provide the employee with meals in accordance with the provisions of Section 104.4 hereof. (Amended 1-1-91)

104.6 MEALS - PREARRANGED WORK - OUTSIDE WORK HOURS

If Company requires an employee to perform prearranged work wholly outside of regular work hours on either

workdays or non-workdays such employee shall be permitted to have time off for a meal approximately four hours but not more than five hours after the employee starts work, such meal to be furnished by the employee at the employee's own expense. The time necessarily taken for any such meal up to one-half hour shall be ~~at Company expense~~ ***paid***. (Amended ~~1-1-91~~ ***XX-XX-26***)

104.7 MEALS - PREARRANGED WORK – EXTENDED HOURS

If prearranged work as described in Section 104.6 hereof continues after the ***first*** meal provided for in said Section, Company shall provide subsequent meals at intervals thereafter of approximately four hours but not more than five hours for as long as such work continues. ***(Amended XX-XX-26)***

104.8 MEALS - PREARRANGED WORK BEFORE REGULAR HOURS

If Company requires an employee to perform prearranged work starting two hours or more before regular work hours on workdays or non-workdays and such employee continues to work into regular work hours, the employee shall provide for one meal on the job and Company shall provide other meals as required by the duration of the work period. The meals provided for in this Section shall be eaten at approximately the usual times therefore and the usual practice relating to lunch periods on workdays shall prevail. (Amended 1-1-91)

104.9 ~~MEALS - REIMBURSEMENT WHEN PURCHASED~~ ***(Deleted XX-XX-26)***

~~Company shall reimburse an employee for the cost of a meal under the provisions of this Title when such meals are purchased by the employee. (Amended 1-1-88)~~

104.10 ~~MEALS - REIMBURSEMENT AND TIME TAKEN~~
MEALS EARNED ON PREARRANGED AND EMERGENCY OVERTIME – ALLOWANCES AND TIME TAKEN (Amended XX-XX-27)

When an employee earns a meal on overtime, they are entitled to choose from one of the following options: (Added XX-XX-27)

(a) ***In-Lieu Meal: An in-lieu meal is an earned overtime meal that the employee chooses not to observe.*** ~~Company shall pay the cost of any meal which it is required to provide under this Title, and shall consider as hours worked the time necessarily taken to consume such meal, except, however, that when a meal is taken at Company expense following dismissal from work the time allowance therefore shall be one-half hour.~~ If an employee ~~who~~ is entitled to a meal***(s)*** under the provisions of this Title prior to work, during or upon dismissal from work does not accept such meal***(s),*** the employee shall nevertheless be entitled to such time allowance of one-half hour for each ***in-lieu*** meal ~~missed~~***. Additionally, a meal allowance of $50 per in-lieu meal(s) shall also be paid.*** ~~and meal reimbursement as provided in (b) below. The foregoing shall not apply to an employee's regular lunch period.~~ ***In this situation the time allowance for each in-lieu meal does not count towards rest period calculation.*** (Amended ~~1-1-91~~ ***XX-XX-27)***

(b) ***Meal Taken: A meal taken is an earned overtime meal that the employee observes during Work Hours. Company shall pay a meal allowance of $50 for any meal(s) which it is required to provide under this Title. The time taken for the meal shall be considered as hours worked. However, not more than 60 minutes of time taken for the meal will count towards rest period calculation. The time taken for each meal begins upon arrival at a restaurant.*** ~~At the employee's option, Company shall pay an allowance for any meal which it is required to provide in accordance with the following schedule:~~ (Amended ~~1-1-09~~ ***XX-XX-27***)

~~1. Prior to reporting to work:~~

~~(i) Meal nearest regular starting time $15.00~~
~~(ii) Meal nearest midpoint of regular hours $15.00~~
~~(iii) Meal nearest regular quitting time $20.00~~

~~2. Meal following dismissal from work $20.00~~

~~3. Meal missed during a work period $20.00~~

~~The allowances referred to above will be paid and taxed on regular bi- weekly paycheck pursuant to Sections 204.1 and 304.3. Employees may designate the gross of these payments to a separate direct deposit account than their primary direct deposit account.~~

~~Employees who receive a pay check may request a separate check for the gross of their In-Lieu meals. (Amended 1-1-09)~~

(c) ***Meals Taken upon Dismissal from Work: When a meal is taken at Company expense following dismissal from work the time allowance therefore shall be one-half hour and the Company shall pay a meal allowance of $50 for any meal which it is required to provide.*** ~~"Regular hours, starting time, lunch period and quitting time" on a non-workday are the same as those of a workday. (Added 1-1-84)~~ ***(Amended XX-XX-27)***

(d) ***At the Company's option, sustenance may be provided to employees, pursuant to an agreement between the employee and Company, to continue working without leaving a worksite. In addition to the provided sustenance, the employee will also be entitled to a Meal In-Lieu ($50 and ½ hour pay) in accordance with Section 104.10(a). (Added XX-XX-27)***

(e) ***The foregoing provisions (a, b, c, and d) shall not apply to an employee's regular lunch period on a regularly scheduled workday. The $50 meal allowance referred to above will be paid and taxed on regular bi-weekly paycheck pursuant to Sections 204.1 and 304.3. Employees may designate the gross of these payments to a separate direct deposit account than their primary direct deposit account. Employees who receive a paycheck may request a separate check for the gross of their In-Lieu meals. (Added XX-XX-27)***

104.11 TIME INTERVALS

In determining time intervals for the purpose of providing meals there shall not be included any time allowed for meals. (Amended 1-1-09)

104.12 OVERTIME MEALS FOR SHIFT EMPLOYEES

The provisions of this Title shall apply to shift employees as follows:

(a) The employee may arrange to have a meal purchased ~~for herself/himself~~ and delivered to the job. In such event, Company shall pay ***a*** ~~the cost of the~~ meal ***allowance of $50*** and ***reimburse as a business expense the cost of*** reasonable commercial delivery charges, ***when purchased by the employee and from a company pre-approved vendor,*** if ~~any~~ ***available***, associated with such meal, or (~~Amended 1-1-88~~ ***XX-XX-27***)

(b) when held over from the employee's previous shift, the employee may take the meal upon dismissal from work and Company shall pay t~~he cost of the~~ ***a*** meal ***allowance of $50*** and one-half hour for the time to consume such meal, or i~~n lieu thereof, the employee may elect to receive a flat payment in accordance with the schedule set forth in 104.10(b) plus a time allowance of one-half hour, or~~ (Amended ~~1-1-88~~ ***XX-XX-27***)

(c) such employee may provide the meal(s) on the job, and the Company shall pay the employee an allowance of ~~$15.00~~ ***$50*** for each meal. (Amended ~~1-1-09~~ ***XX-XX-27***)

(d) If an employee is not assigned to shift work which requires the employee to remain on the job, the employee shall follow the same overtime meal practice as any other employee, and the time necessary to eat the meal shall be considered work time. (Amended 1-1-88)

104.13 SHIFT EMPLOYEES

Notwithstanding any of the foregoing provisions, shift employees and other employees whose workday consists of

eight consecutive hours shall be permitted to eat their meals during work hours and shall not be allowed additional time therefore at Company expense.

104.14 MEALS - REGULAR WORK HOURS ON WORKDAYS

Except as provided in Sections 104.3 and 104.8 hereof, nothing contained herein shall be construed to require Company to provide meals during regular work hours on workdays. ***If the Company is required to provide an employee a meal during normal work hours, the employee does not have the option of opting for an In- lieu meal. Instead, the employee is entitled to a meal reimbursement for the actual cost of a meal purchased. (Amended XX-XX-26)***

104.15 MEALS - RESIDENT EMPLOYEES

This Title shall apply to resident employees. Where Company determines that it is not practicable to provide meals on the job for resident employees, as herein provided, they shall provide their own meals and Company shall ~~reimburse them for the cost thereof not to exceed $8.00~~ ***pay an amount of $50.00*** for each meal. (Amended ~~1-1-91~~ ***XX-XX-27)***

TITLE 105. SAFETY

105.1 PREVENTION OF ACCIDENTS

(a) The safety rules of the state having jurisdiction shall be observed by the parties hereto. It is recognized that the Employer has the exclusive responsibility for providing a safe and healthful workplace.

(b) ***All employees have the ability, responsibility and obligation to stop jobs when safety concerns are present. (Added XX-XX-26)***

(c) Company shall make reasonable provisions for the safety of employees in the performance of their work. It shall provide each new employee, and each employee who has transferred into an electric generating or gas compressor plant, with a safety indoctrination during the first five days of employment, which shall include, where appropriate, giving such employee a copy of the Code of Safe Practices and an indication of the applicable Sections therein. (Amended 1-1-09)

(d) Company and Union shall cooperate in promoting the realization of the responsibility of the individual employee and supervisor with regard to the prevention of accidents. (Entire Section Amended 1-1-91)

105.11 – EMPLOYEE REPLACEMENT AFTER 24-HOURS (Added XX-XX-26)

1. An employee working overtime pursuant to Titles 212, 208, or 308 of the Agreement has an obligation to inform their supervisor when they are too tired to continue working safely. The Company agrees to accept an individual employee's determination that they are too tired to work safely and to permit such individuals to leave work.

2. After an employee has worked for 24 consecutive hours the Company has the discretion to send the employee home, and the right to replace the employee who was sent home, without an obligation to compensate the employee for the time worked by their replacement. In addition, employees who work 24 consecutive hours will be required to have an eight (8) hour break before returning to work and will not be eligible for overtime callout during this eight (8) hour period. At the conclusion of the eight (8) hour period, such employees shall resume eligibility for prearranged or emergency overtime opportunities.

3. If an employee is sent home or replaced after 24 consecutive hours and is subsequently required to return to work by the Company during the eight (8) hour period, the employee will receive two times the straight rate of pay for all hours worked until they are released.

4. This language in this section supersedes (and cancels) LA 85-61. The decision in Arb-120 still applies for replacement penalty outside of these new criteria.

105.12 CALIFORNIA DRIVERS LICENSES (Added XX-XX-26)

Employees who drive either a Company vehicle, or a personal vehicle, as an essential function of their job must possess and maintain a valid driver's license consistent with the requirements of their job. Such employees shall report suspension or loss of license to their Supervisor.

TITLE 106. STATUS

106.1 EMPLOYMENT DATE

As used in this Agreement, "employment date" means the latest date on which an employee began a period of Service with Company.

106.2 COMPANY

As used in this Title, the term "Company" shall include:

Pacific Gas and Electric Company
Standard Pacific Gas Line, Inc.
Pacific Gas Transmission Company
Alberta and Southern Gas Company
Alberta Natural Gas Company
Pacific Service Employees Association
Alaska California LNG Company
Calaska Energy Company
Eureka Energy Company
Gas Lines, Inc.
Natural Gas Corporation
Pacific Gas Marine Company
Pacific Transmission Supply Company
PG&E Corporation

(Amended 1-1-09)

106.3 SERVICE

Service is defined as the length of an employee's continuous employment since his/her Employment Date with Company, a Predecessor Company, any Company or association named in Section 106.2 above, and as provided hereafter in Section 106.4. The continuity of an employee's Service shall be deemed to be broken by termination of employment for any reason or layoffs for lack of work which is in excess of the time provided for in Subsection (a) below. The following periods of absence shall count as service for purposes of this Agreement and shall not constitute a break in service: (Amended 1-1-88)

(a) Absences caused by layoff for lack of work so long as such employee has been absent less than thirty continuous months. (Amended 1-1-94)

(b) Absence on a leave of absence authorized by the Company pursuant to the provisions of Title 101 provided the employee returns to active work with Company immediately following the leave of absence. (Amended 1-1-91)

(c) Absence because of illness or injury as long as the employee is entitled to receive sick leave pay or is entitled to receive benefits under the provisions of the Voluntary Disability Insurance Plan, Voluntary Paid Family Leave Plan, Wage Continuation Plan, a state disability plan, the Long-Term Disability Plan, or a Workers' Compensation Law, provided that the employee returns to active work with Company immediately following recovery from the illness or injury. (Effective 1-1-18)

(d) Absence for military service or service in the Merchant Marine so long as the employee returns to active work with the Company within the period during which the employee's reemployment rights are protected by law. (Amended 1-1-91)

(e) Absence for Union business pursuant to the provisions of Section 101.6.

If an employee fails to return to active work within the above time limits for any reason except death or disability, Service shall be deemed terminated as of the expiration of the time limit. (Amended 1-1-91)

An employee who is rehired after a break in Service shall be treated as a new employee for all purposes, and Service and compensation before the break in Service shall not be recognized for any purpose under any provisions of this Agreement. (Amended 1-1-91)

106.4 ACQUISITIONS

In the acquisition of another company, the Service of the employees involved in such acquisition may be established by written agreement between Company and Union.

106.5 *EMPLOYEE* ~~REGULAR~~ STATUS *(Amended XX-XX-27)*

(a) ***Full Time (Probationary and Regular)* Regional*, or* General Office Departmental Employees *or General Construction Employees (Amended XX-XX-27)***

(1) Regional*, or* General Office Departmental*, or General Construction* employees shall be designated as probationary and regular, depending on the length of their Service. (Amended ~~1-1-88~~ ***XX-XX-27***)

(2) New employees shall be hired as probationary employees at a ~~daily~~ rate of pay not less than the ~~minimum~~ wage established for the classification of work to be performed. As long as a probationary employee retains such status, the employee shall not acquire any Service, or rights with respect to ~~leave of absence,~~ ***floating*** holidays, job bidding and promotion, demotion and layoff, ~~sick leave,~~ vacation, or similar rights and privileges. Probationary employees shall be eligible for ***time off provisions as provided for in Titles 101 and 112. Probationary employees will be entitled to Company Holidays under Section 103.1 upon hire.*** ~~California Paid Sick Leave as provided in Letter Agreement 21-08.~~ (Amended ~~2-9-21~~ ***XX-XX-27***)

(3) (a) To attain the status of a regular employee, a probationary employee is required to complete a six-month Uninterrupted period of Service. Notwithstanding the provisions of Section 106.3 above, "Uninterrupted" means interrupted by no more than a cumulative total of 30 days of absence due to (i) layoff, (ii) sickness or disability, or (iii) any other reason. Upon completion of an Uninterrupted period of Service, the probationary employee shall be given the status of a regular employee*. **A regular employee who has completed less than one year of Service (inclusive of the 6 month probationary time) extended by layoffs or absences of 30 consecutive days or more, may be terminated for unsuitability without recourse to the grievance procedure.*** ~~, a definite job classification, and placed on a weekly rate.~~ (Amended ~~9- 13-2021~~ ***XX-XX-27***)

(b) Time-off that is statutorily protected by local, state, or federal law shall not count as a day of "absence" for purposes of Section 106.5(a)(3)(a). However, if a probationary employee accumulates more than a cumulative total of 30 days of time-off for such protected leaves before the completion of the Uninterrupted period, the required length of the Uninterrupted period of Service will be extended by the length of the protected leaves. (Amended 9- 13-2021)

(4) The transfer of a probationary employee from one job to another without interruption of work time shall not be considered an "interruption" of such six months' period of Service.

(b) ***Status of Employees Comparative Chart ~~General Construction~~ (Amended XX-XX-27)***

Applicable contract section	***Probationary Employee (0-6 Month)***	***Regular Status (6-12 months)***	***Regular Status (>12 months)***	***Applicable Physical contract section***
Demotion, Displacement, and Layoff	***NO***	***NO***	***YES***	***Title 206, 306***
Floating Holiday	***NO***	***YES***	***YES***	***Section 103.3***

Vacation	***NO***	***YES***	***YES***	***Title 111***
Bidding and Transfers	***NO***	***YES***	***YES***	***Title 205/305***
Sick Leave	***NO***	***NO***	***YES***	***Title 112 all sections***
Company Holidays	***YES***	***YES***	***YES***	***Section 103.1***
Sick Leave for Probationary Employees	***YES***	***YES***	***NO***	***Section 112.1B and other applicable sections***
Release for Unsuitability	***YES***	***YES***	***NO***	***Section 106.5***

(Added XX-XX-27)

Note: The above is for illustrative purposes only. The language of the specific sections governs the above and should be referred to for administration of the specific provisions, including the grievance procedure. (Added XX-XX-26)

~~(1) General Construction employees shall be designated as casual or regular. A regular employee who has completed less than one year of Service extended by layoffs or absences of 30 consecutive days or more, may be terminated for inadequate work performance without recourse to the grievance procedure.~~

~~(2) A casual employee is one who is hired at a daily wage rate for an indeterminate period of time and who, regardless of length of service with Company, does not, as long as the employee retains such status, acquire any service, vacation, sick leave, leave of absence, or similar rights and privileges. *Casual employees shall be eligible for California Paid Sick Leave as provided in Letter Agreement 21-08. (Amended 2-9-21)*~~

~~(3) When a casual employee has completed six months of service with Company at its established rates of pay, such employee shall be given the status of regular employee, provided that he/she meets Company's qualifications for continued employment. As used herein, six months of service is defined as a minimum of 115 days of work in any period of six consecutive months at the straight rate of pay; provided, however, that if by reason of absence due to inclement weather or holidays in such period an employee was prevented from working a total of 115 days, such period shall be extended by not more than the total number of days of such absence. (Amended 1-1-91)~~

~~(4) A regular employee is one who has qualified for transfer from the status of casual employee. *(Amended 2-24-21).*~~

106.6 PART-TIME EMPLOYMENT

(a) ***Section 106.5 also applies to part-time employees.*** A part-time employee is any employee whose regularly scheduled workweek is less than 40 hours. Part-time employees shall be entitled to Service and prorated benefits, vacations and sick leave based on the ratio of total straight-time hours worked in a year by the employee to the full-time equivalent hours (2,080 hours per calendar year), unless otherwise noted. ***A regular part-time employee who has completed less than one year of Service extended by layoffs or absences of 30 consecutive days or more, may be terminated for unsuitability without recourse to the grievance procedure.*** (Amended ~~1-1-16~~ ***XX-XX-27***)

(b) A part-time employee shall be eligible to receive the following benefits as noted in this Agreement and in accordance with the eligibility requirements as stated in the Summary of Benefits Handbook: (Amended 1-1-16)

(1) Upon reaching regular status: Group Life Insurance and Long-Term Disability coverage, as provided in the Benefit Agreement and described in the Summary of Benefits Handbook. (Amended 1-1-16)

(2) Medical, Dental and Vision plan coverage as provided in the Medical, Dental and Vision Benefit Agreement and described in the Summary of Benefits Handbook. (Amended 1-1-16)

(3) Upon reaching regular status: Vacation allowance as provided in Title 111, but prorated based on the ratio of total straight-time hours worked in a year to 2,080 hours. (Amended 1-1-16)

(4) After completing one year of service: Sick Leave as provided in Title 112, but prorated based on the ratio of straight-time hours worked in a year to 2,080 hours. Sick leave may only be taken on those days or for those hours that an employee is asked or scheduled to work and is unable to work ***for a reason authorized in Title 112.*** ~~due to illness or non-industrial injury~~. (Amended ~~1-1-16~~ ***XX-XX-26***)

(5) Upon reaching regular status: Paid holiday hours prorated based on ratio of straight-time hours scheduled to work in a year to 2,080 hours. (Amended 1-1-16)

(6) Retirement Plan and Retirement Savings Plan benefits as provided in the Benefits Agreement and described in the Summary of Benefits Handbook. (Amended 1-1-16)

106.7 INTERMITTENT EMPLOYEES

(a) ***Section 106.5 also applies to intermittent employees.*** An intermittent employee is one who does not work any set schedule of hours per day or days per week, but who is on call to fill in on any schedule on an as-needed basis. During sickness or vacation relief periods, however, such employee may be assigned to work the schedule and hours of the absent employee if such an assignment cannot be made pursuant to the provisions of Subsection 205.3(a) or any Relief Agreement. ***Regular Intermittent employees who have completed less than one year of Service extended by layoffs or absences of 30 consecutive days or more, may be terminated for unsuitability without recourse to the grievance procedure. (Amended XX-XX-27)***

(b) Intermittent employees will attain regular status upon the completion of six months of continuous service. Continuous service is defined in Section 106.5 as being uninterrupted by (1) discharge, (2) resignation, or (3) absence for more than a cumulative total of 30 days due to (i) layoff, (ii) sickness or industrial disability, or (iii) other causes. If an employee is off for more than 30 days during a six-month period, a new six-month qualifying period will begin upon return to work. (Amended 1-1-91)

(c) An intermittent employee who attains regular status or a regular employee who accepts intermittent status shall be eligible to receive the following benefits:

(1) Group Life Insurance and Long-Term Disability coverage, and Retirement Plan and Retirement Savings Plan benefits as provided in the Benefit Agreement and described in the Summary of Benefits Handbook. (Amended 1-1-16)

(2) Medical, Dental and Vision plan coverage as provided in the Medical, Dental and Vision Benefit Agreement and described in the Summary of Benefits Handbook. (Amended 1-1-16)

(3) Vacation allowance as provided in Title 111, but prorated based on the ratio of total straight-time hours worked in a year to 2,080 hours.

(4) Sick Leave as provided in Title 112, but prorated based on the ratio of total straight-time hours in a year to 2,080 hours. Sick leave may only be taken on those days and for those hours that an employee is asked or scheduled to work and is unable to work due to illness or non-industrial injury.

(5) Paid holidays when regularly scheduled to work that day. Such holiday payment shall be in proportion to the amount of time which the employee would have worked on that day if it were not a holiday.

(d) Intermittent employees who have not obtained regular status are eligible for the following benefits:

(1) Paid sick leave as provided in accordance with ***the provisions of Title 112.*** ~~Letter Agreement 21-08.~~ Sick leave may only be taken on those days and for those hours that an employee is asked or scheduled to work and is unable to work ***for a reason authorized in Title 112.*** ~~due to illness or non-industrial injury.~~ (Amended ~~2-9-21~~ ***XX-XX-26***)

106.8 OVERTIME

Part-time and intermittent employees shall receive the overtime rate of pay set forth in Title 208 for hours worked in excess of eight hours in a day or 40 hours in a week, or on the sixth or seventh day worked in a week or on a holiday.

106.9 PROGRESSIVE WAGE INCREASES

Part-time and intermittent employees shall receive progressive wage increases (where applicable) upon completion of 1,040 hours of work at the straight-time rate of pay at an established wage step.

106.10 LIST

As soon after the end of each calendar year as it is practicable to do so, Company will furnish Union with a list showing the name, personnel number, home address, employment date, and classification of each employee employed as of the end of the year. (Amended 7-25-12)

106.11 INFORMATION

Upon an employee's request, Company shall give such employee any information of record concerning his/her status as an employee of Company. Such requested information shall be furnished during normal business hours and as soon as practicable, but within 28 calendar days from the date of the request. (Amended 1-1-91)

106.12 TEMPORARY ADDITIONAL EMPLOYEE (Added 1-1-91)

In order to make assignments for occasional or seasonal work, Company may hire temporary additional employees in accordance with the following conditions:

(a) Company shall first fill all temporary vacancies pursuant to Subsection 205.3 or 305.4 wherever possible.

(b) Temporary additional employees shall attain regular status upon the completion of 1,040 hours in any 365 day period. Temporary additional employees shall not be eligible for holiday pay, vacation pay, insurance coverage, pension coverage, wage continuation benefits or items of similar nature, except as specifically provided herein. ~~Temporary Additional employees shall be eligible for California Paid Sick Leave as provided in Letter Agreement 21-08.~~ (Amended ~~2-9-21~~ ***XX-XX-26***)

(c) The utilization of any temporary additional employee shall be considered as "contracting out of work" for the purposes of Exhibit XVI and Letter Agreement 09-41, but such employees will not be considered as working in the affected department for the purposes of Exhibit XVI and Letter Agreement 09-41. (Amended 3-10-21)

(d) Company shall utilize temporary additional employees in place of any agency employees.

TITLE 107. MISCELLANEOUS

107.4 FLAME RESISTANT (FR) CLOTHING (Added XX-XX-26)

(a) Wearing Requirement

Part-time and infrequent users will be expected to wear the clothing any time they have the potential to be exposed to an arc flash or flash fire hazard. Full-time users are expected to be in FR clothing while at work. FR clothing is required when the employee is exposed to an arc flash or fire flash hazard or when accessing a facility where FR is required.

(b) Annual Allowance

(1) The annual allowance will be $750 for Full-Time Users and $500 for Part-time Users. The initial allowance in year one for new employees will be $1000 for full-time users and $500 for part-time users. Thereafter, the annual allowance will be the same as existing employees. Employees wishing to purchase more than their allowance will be responsible for the difference.

(2) Hiring Hall employees who have been provided a clothing allowance within the current year will not be reissued a clothing allowance until 12 months have elapsed since they were provided the allowance. Infrequent users will receive one garment — a coverall. Coveralls should be available to new Hiring Hall and new regular employees until their clothing is delivered.

(3) Color and styles of shirts, pants, and other clothing will be in accordance with the applicable FR clothing catalogue. Gas Service employees and Metering Technicians may be required to have their names displayed on their shirts. Each garment will have the PG&E logo, except for the pants.

(c) Clothing Replacement / Repair / Supplement

(1) Clothing damaged on the job will be replaced or repaired and will not be charged to the employee's allowance. All garments are to be laundered by the employee.

(2) Supervisors will have the discretion to provide additional clothing based on working conditions (e.g. cold weather requiring heavy outerwear, oily or greasy work that will ruin clothing, etc.) to employees and this shall not count toward the employees' allowance. If an employee's allotment is such that they do not have enough funds to purchase the FR Clothing that they need to work safely, or an employee otherwise has an issue with obtaining adequate FR Clothing, the employee should first address it with his/her supervisor. If the supervisor is unable to resolve the issue, the employee should e-mail the designated representatives of the Company and Union consisting of a two-person committee, including the IBEW Assistant Business Manager for Safety and a representative from the PG&E Corporate Safety Department.

(d) Allowance Cycles / Order Schedule

(1) In order to ensure timely delivery of the orders, there will be four allowance groups. Any unused balance will expire on the annual refresh date for each group identified below.

Group	*Refresh Date*	*First Initial of Last Name*
1	*May 1*	*A-D*
2	*July 1*	*E-K*
3	*September 1*	*L-R*
4	*October 1*	*S-Z*

(e) FR Working Committee

(1) The joint Company-Union Working Committee on FR Clothing will remain in effect to review the program, verify covered employees, and to recommend changes to the program.

TITLE 107.5 TECHNOLOGICAL CHANGES, NEW TECHNOLOGIES, INTEGRATION OF AUTONOMOUS TECHNOLOGIES AND ARTIFICIAL INTELLIGENCE (Added XX-XX-27)

(a) The parties recognize the Company's right to utilize new technologies in management of its business. The parties also recognize that any work normally performed by IBEW 1245 will remain under the jurisdiction of IBEW 1245. The Company shall notify the Union prior to implementing any new technology or tool that will have a material impact on work normally performed by IBEW 1245 bargaining unit members. The parties agree to bargain in good faith over the effects of its decision to use or implement new tools or technology. New tools or technology under this section include, but are not limited to, the use or integration of Artificial Intelligence, Autonomous At-Scale Data Collection Systems, Autonomous Systems, Autonomous Technologies, Drones, Autonomous Vehicles, AI operated systems, Robotics, or any other similar technologies.

TITLE 107.6 DRONES JURISDICTION (Added XX-XX-27)

1. The parties recognize that the use of drones in the utility space is increasing and evolving. The parties recognize the Company's right to use drones in the performance of work and acknowledge that the company currently plans to continue to expand the use of drones as a tool to perform its work. The union wants to protect the jobs of its membership in the face of this technology. The company wants to utilize the best technology to efficiently and safely serve its customers. Accordingly, the parties agree as follows:

The operation of Drones does not establish exclusive jurisdiction for any party or classification. Jurisdiction over Drone operations shall be determined by the nature of the work performed and whether such work is normally performed by IBEW Local 1245 represented employees.

Subject to the shared jurisdiction acknowledged above, the Company and Union recognize that work normally performed by IBEW Local 1245-represented employees, shall remain bargaining unit work.

Drone use may not be used solely for the purpose of diminishing bargaining unit work.

The Company maintains authority to determine when and where Drones will be used; however, when Drones are utilized for work normally performed by IBEW Local 1245- represented employees, such work shall be assigned to those represented employees and or contractors as permitted by the parties' agreements.

When the Company determines that it is operationally necessary to use contractors for construction Drone operations, only contractors who are signatory to and in good standing with IBEW Local 1245 shall be utilized.

Nothing in this Title shall be construed as a waiver of any jurisdictional rights under Section 7.1 of the Agreement or as a change to existing work jurisdictions for IBEW-represented classifications.

107.7 INTERVIEWS (Added XX-XX-XX)

An employee, who at Company request, is required to travel for the purpose of attending an interview, for a job opportunity in a represented or non-represented position within the Company shall be reimbursed by Company for all reasonable costs incurred, including travel time during regular work hours on a workday, transportation or mileage rates, and board and lodging. Interview and travel time will be authorized in advance by their supervisor during work hours and scheduled on workdays during regular work hours when possible.

TITLE 110. PREMIUM PAY

110.7 SUNDAY PREMIUM

In addition to any other compensation due an employee, Company shall pay to all employees regularly scheduled to work on Sunday, and who in fact work on a Sunday, an hourly premium for such work equal to the premium paid by Company for the third shift as provided in Subsection 110.2(a) of the Agreement. ***An employee is due the Sunday Premium when working a Sunday which is part of that employee's regularly scheduled workweek. This would include situations where the Company has re-designated a shift or service employee's workweek resulting in a regularly scheduled Sunday worked at the straight time rate of pay. An employee is not due the Sunday Premium when working a Sunday which is not part of that employee's regularly scheduled workweek. This would include any situations where the employee is working a Sunday at the overtime rate.*** (Amended ~~1-1-80~~ ***XX-XX-26)***

110.10 – HELICOPTER PREMIUM (Entire Section Added XX-XX-27)

a) Employees shall receive a ten percent (10%) helicopter long line premium, so long as they meet associated qualification and training requirements (currently, TECH-0061), when utilizing human external cargo (HEC) work procedures. Additionally, employees who meet associated qualification and training requirements (currently, TECH-0003) and are actively working beneath helicopters in the landing/loading and unloading zones shall receive this premium when they are loading and/or unloading materials and/or equipment by utilizing helicopter external load work procedures. The employee responsible for the tailboard, crew leader or person in charge (not both), shall receive the premium. This premium is paid for all hours worked that day if the helicopter work procedure is utilized. NOTE: Employees in classifications already compensated to fly (i.e., Troubleshooters, and specific Transmission and Tower department classifications) shall not receive this premium.

b) Employees shall receive a ten percent (10%) helicopter patrol premium while flying as a passenger in a helicopter to patrol and/or inspect Company assets. NOTE: Employees in classifications already compensated to fly (i.e., Troubleshooters, and specific Transmission and Tower department classifications) shall not receive this premium.

The helicopter patrol premium will only be paid for those hours worked while flying as a passenger in a helicopter to perform the above stated duties, which includes participating in pre-flight briefings and post-flight debriefings.

The Company may select the appropriate classifications and employees that will be assigned to fly as a passenger in a helicopter to patrol and inspect Company assets, and meet associated qualifications, or training requirements.

c) These ten percent (10%) premiums are not included in the "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Pacific Gas and Electric Company Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees.

d) Helicopter Insurance Benefits provide automatic coverage of $2,000,000 accidental death and dismemberment (AD&D) coverage–up to an aggregate of $6,000,000 per incident–for any employee riding in the helicopter or performing Human External Cargo (HEC) procedures.

Additional helicopter insurance policies are available through Zurich ($1,000,000 coverage) and W. R. Berkley Corporation ($1,000,000 coverage).

TITLE 111. VACATIONS

111.1 DEFINITIONS

(a) **Eligibility**: The provisions of this Title apply only to regular employees.

(b) **A Regular Employee** is an employee who has fulfilled the applicable requirements of Section 106.5 of this Agreement.

(c) **Earned Vacation Allowance** is the number of paid vacation hours which an employee ~~has earned~~ ***may accrue*** in ~~the~~ ***a*** calendar year. The number of paid vacation hours will be determined by the straight-time hours worked in the calendar year and years of employment. An employee may not ~~have~~ ***accrue*** more vacation hours than twice their annual ~~accrual rate in their~~ vacation ***allowance provided in Section 111.2.*** ~~account as of December 31. Excess vacation hours will be paid annually by the end of February beginning in February 2010, based on excess vacation as of December 31 of the prior year and will be paid at the current rate of pay.~~ (Amended ~~1-1-09~~ ***XX-XX-26***)

1. ***From January 1, 2026, to December 31, 2027, employees will accrue vacation in accordance with the schedule outlined in Title 111.2(b) even if that accrual exceeds the maximum number of paid vacation hours allowed above (twice their annual accrual rate). Effective January 1, 2028, employees may no longer accrue vacation in excess of the maximum allowed accrual rate and will be subject to twice their annual rate accrual limit. For 2027, excess vacation hours exceeding the maximum accrual rate will be paid by the end of February 2028 based on the excess vacation as of December 31, 2027. No other excess vacation will be paid unless in accordance with Section 111.1(4)(a). (Added XX-XX-26)***

2. ***Vacation hours are accrued each pay period per Section 111.2. The vacation accrued in a pay period is calculated by multiplying the employee's straight time hours by the appropriate vacation accrual rate based on the employee's length of service. (Added XX-XX-26)***

3. ***Accrued vacation hours are shown as whole hours on each pay statement. If an employee accrues a fractional hour in a pay period, then the fractional hour carries over to the next pay period until one hour is accrued and reflected on the employee's pay statement.***

   Straight time includes but it is not limited to the statuses listed below:

   - ***Vacation***
   - ***Sick and Family Sick Leave***
   - ***Paid Holidays***
   - ***Training***
   - ***Jury/Witness Duty***
   - ***Bereavement Leave***
   - ***Floating Holiday***
   - ***Rest Periods***
   - ***Time off with permission with pay (paid admin leave)***
   - ***Time off with Permission without Pay (i.e., GC inclement weather)***
   - ***Workers' Compensation***
   - ***First 10 days of Short-Term Disability***

   (Added XX-XX-26)

4. ***The maximum allowed accrued vacation (accrual cap) is equal to twice the annual accrual rate for an employee. It is the employee's responsibility to monitor, request and use vacation to avoid reaching the accrual cap. Beginning January 1, 2028, employees may request vacation to avoid exceeding their accrual cap by following one of the two options below. This Section does***

not replace the Vacation Scheduling process delineated in Section 111.13. Company will make vacation accrual information available to employees electronically (i.e., currently PGE@Work for Me) and will send email notifications at the end of each quarter which will include the employee's current vacation accrual balance. (Added XX-XX-26)

a. Submit a written request for vacation to the Company at least 60 days prior to reaching the accrual cap. Absent operational needs, the Company will accommodate employee preferences for vacation requests. If the Company denies the employee's requested vacation dates and the employee and Company cannot agree on alternative vacation dates within the 60-day period requested by the employee, the Company will pay the employee the amount of vacation requested, not to exceed 80 hours. Any approved vacation payout will be** paid at **the current rate of pay when the vacation request was not approved. An employee may only receive the option provided in this paragraph once every twelve (12) months from the last date the employee's vacation was approved or paid out, whichever is later. (Added XX-XX-26)

b. Employees who do not make a 60-day written request, are granted their vacation request per (4)(a) above, or received a vacation payout per (4)(a) above in the prior twelve (12) month period, may still request vacation to avoid the accrual cap. Absent operational needs, the Company will accommodate employee preferences for vacation requests. If the Company denies the employee's requested vacation dates and the employee and Company cannot agree on alternative vacation dates, the employee will not be eligible for a payout option and will cease accruing vacation hours once the accrual cap is reached. The employee may continue to request vacation and will resume accruing vacation once their vacation balance drops below the accrual cap. (Added XX-XX-26)

5. Notes regarding the Vacation Accrual Cap: (Added XX-XX-26)

- ***Floating Holiday conversions at the beginning of the year (Section 103.3) may temporarily cause an employee's balance to exceed the accrual cap. In this circumstance, the overall cap will increase only by the number of floating holiday hours credited to the employee's vacation balance. The employee will not accrue additional vacation hours until their balance falls back below the accrual cap. (Added XX-XX-26)***
- ***Holiday in-lieu hours (Section 103.6) and Vacation Bonus hours (Section 111.3 and LA 07-44) are not included in an employee's vacation balance and therefore do not affect the vacation accrual cap. (Added XX-XX-26)***
- ***Employees must use any Holiday-In-Lieu hours (Section 103.6) or Vacation Bonus hours (Section 111.3) before utilizing Vacation hours. (Added XX-XX-26)***

111.2 VACATION ALLOWANCE

(a) Employees in their first year of Service, accrue vacation on paid straight time hours at the rate of ~~80~~ ***120*** hours per year. A regular employee shall be entitled to take vacation with pay accrued in accordance with the table in Subsection 111.2(b). (Amended ~~7-25-12~~ ***XX-XX-26***)

(b) In the subsequent calendar years, a regular employee shall be entitled to vacation with pay in accordance with the following table:

~~EARNED ANNUAL VACATION~~	
~~SERVICE ANNIVERSARY YEAR~~	~~NUMBER OF VACATION DAYS (HOURS) EARNED~~
~~Up to 1 Year~~	~~1-10 days (0 to 80 hours)~~
~~1 – 4 Years~~	~~10 days / 80 hours~~
~~5 - 14 Years~~	~~15 days / 120 hours~~
~~15 – 20 Years~~	~~20 days / 160 hours~~
~~21 - 28 Years~~	~~25 days / 200 hours~~
~~29 or more Years~~	~~30 days / 240 hours~~

EARNED ANNUAL VACATION	
SERVICE ANNIVERSARY YEAR	**NUMBER OF VACATION DAYS (HOURS) EARNED**
0 – 8 Years	*15 days / 120 hours*
9 – 18 Years	*20 days / 160 hours*
19 - 28 Years	*25 days / 200 hours*
29 or more years	*30 days / 240 hours*

(Amended ~~1-1-09~~ ***XX-XX-26***)

(c) (Deleted 1-1-91)

(d) (Deleted 1-1-91)

(e) (Deleted 1-1-91)

(f) (Deleted 1-1-91)

111.3 ***BONUS AND SERVICE ANNIVERSARY VACATION*** ~~**SERVICE ANNIVERSARY VACATION - BONUS VACATION** ***(Amended XX-XX-26)***~~

(a) ***NOTE: This section will apply in 2026 only. Employees earning a fifth year bonus vacation week under this section as of 1/1/2027, will get their bonus week awarded in the first pay period in January 2027. This section will expire after application of the above.*** In the fifth calendar year following his/her employment date and in each fifth calendar year thereafter, Company shall grant each employee a service anniversary vacation of 40 hours. A service anniversary vacation shall be in addition to the annual vacation allowance set forth in Section 111.2 above to which the employee may be otherwise entitled in that calendar year and the employee acquires no right as to all or any part of the service anniversary vacation unless the employee works in the calendar year in which it is granted. The service anniversary vacation, as herein provided, vests on the first day of each calendar year in which an employee qualifies for a service anniversary vacation. (The provisions of this Section shall not apply to part-time or intermittent employees.) (Amended ***XX-XX-26*** ~~7-25-12~~)

(b) ~~(b)~~ In each of the first five calendar years following his/her employment date, an employee who has used 40 hours or less of paid or unpaid sick leave in the preceding year shall be entitled to 8 hours of bonus vacation in addition to any vacation allowance the employee is entitled to as set forth in Section 111.2. An employee must complete one year of Service before becoming qualified for such hours. In the tenth calendar year following an employee's employment date and in each fifth calendar year thereafter, an employee who has used 200 hours or less of sick leave during the five preceding calendar years shall be entitled to 40 bonus hours of vacation in addition to the vacation allowance the employee is entitled to as set forth in Section 111.2. In determining the number of sick hours used in computing 200 hours or less, no more than 80 hours will be charged to the employee in any one year. The bonus vacation, as herein provided, vests on the first day of each year in which an employee qualifies for a bonus vacation. An employee acquires no right to all or any part of the bonus vacation unless such employee works in the calendar year in which it is granted. (The provisions of this Section shall not apply to part-time or

intermittent employees.) (Amended 7-25-12)

(c) ~~(a)~~ In the ***twenty-***fifth calendar year following ***their*** ~~his/her~~ employment date and in each fifth calendar year thereafter, ***the*** Company shall grant each employee a service anniversary vacation of ***five workdays*** ~~40 hours~~. A service anniversary vacation shall be in addition to the annual vacation allowance set forth in Section 111.2 above to which the employee may be otherwise entitled in that calendar year***,*** and ***they*** ~~the employee~~ acquire~~s~~ no right as to all or any part of the ~~s~~***S***ervice anniversary vacation unless ~~the~~ ***they*** ~~employee~~ work~~s~~ in the calendar year in which it is granted. The ~~s~~***S***ervice anniversary vacation, as herein provided, vests on the first day of each calendar year in which an employee qualifies for a ~~s~~***S***ervice anniversary vacation. ~~(~~The provisions of this Section shall not apply to part-time or intermittent employees.~~)~~ (Amended ~~7-25-12~~ ***XX-XX-26***)

111.4 PART-TIME AND INTERMITTENT REGULAR EMPLOYEES

A regular part-time or intermittent employee shall earn an annual vacation allowance as determined in the foregoing Section 111.2, but such allowance will be based on the ratio of the total straight-time hours worked by the employee in a year to 2,080 hours. (Amended 1-1-91)

111.5 ~~FORFEITURE OF VACATION~~*VACATION ACCRUAL DURING ABSENCE OR LAYOFF*

(a) An employee who is absent for 240 cumulative hours or more in any calendar year by reason of leave of absence or layoff without pay for any reason ***not covered in Section 111.1(c)3***, or for 880 hours or more in any calendar year by reason of industrial disability, shall cease accruing vacation until the employee returns to work. An employee may, at his/her option, take the full vacation to which the employee would be otherwise entitled, in which event the employee shall receive no vacation pay for the number of hours of vacation forfeited as herein determined. (Amended ~~1-1-09~~ ***XX-XX-26***)

(b) If any absence is for less than 240 cumulative hours in duration because of leave of absence, or layoff without pay for any reason, or is for less than 880 hours in duration because of industrial disability, an employee shall be entitled to a full vacation as provided for in Section 111.2. (Amended 1-1-09)

(c) (Deleted 1-1-09)

(d) The provisions of this Section do not apply to part-time employees.

111.12 ~~STARTING DAY~~ *VACATION INCREMENTS (Amended XX-XX-26)*

~~For the purposes set forth in the following Section 111.13, vacation shall be scheduled in increments of one week or more to commence on Monday, except for an employee whose basic workweek starts on a day of the week other than Monday, where the vacation shall commence with the starting day of the employee's basic workweek. However, by prior arrangement with the employee's supervisor, an employee shall be allowed vacation in increments of one day or more on any day of the week, except where prohibited by operational needs or where necessary relief cannot be provided, or where the payment of overtime to another employee would be required.~~

(a) At the discretion of the company, an employee shall be allowed vacation in increments of one-half day or more on any day of the week. (Added XX-XX-26)

(b) For the purposes set forth in Section 111.13, vacation in increments of one day or more may be scheduled. (Added XX-XX-26)

111.13 SCHEDULING

(a) An employee desiring to use vacation during the months of January, February and March shall indicate a choice of vacation periods by the 15th day of December of the preceding year. Company shall post on appropriate bulletin

boards in each headquarters a special sign-up schedule for this purpose. (Amended 1-1-91)

Not later than March 5 of each year Company shall post on appropriate bulletin boards another vacation schedule sign-up in each department in each headquarters where employees shall designate their choice of vacation periods for the months of April through December for that year. Such schedule shall be posted no later than March 15 on the appropriate headquarters' bulletin boards.

(b) Regional or Department Employees Only

(1) Company shall schedule vacations throughout the calendar year and shall prepare the annual vacation schedule on the basis of the sign-up giving effect where possible to the selection of employees in order of their Service. An employee may schedule in increments of one day or more. (Amended 1-1-88)

(2) To prevent undue interference with the proper and economic rendition of service to the public, Company may designate the number of employees at a headquarters, the number of employees within a classification at a headquarters or within a Bidding Area or the number of employees within a combined group of classifications within a Line of Progression at a headquarters or within a Bidding Area which may be on vacation at one time. In such event there shall be a separate sign-up schedule for each such group and a vacation schedule shall be prepared for each group giving effect where possible to the selection of employees in order of their Service within the group designated. (Amended 1-1-91)

(3) If an employee elects to divide his/her annual vacation into two or more periods on a sign-up schedule and it is possible for Company to give effect thereto, such employee shall be given preferential consideration over other employees in his/her selection of only one of such periods until all other employees within the group have indicated their first choice of a vacation period. Where more than one employee in a headquarters or group desires to divide his/her vacation into two or more periods on a sign-up schedule, there shall be subsequent ***rounds of*** sign-ups as required for selection of open periods not filled by the previous sign-up. Sign-up ***rounds*** for additional periods shall be conducted in the same manner with the employee with the most Service having his/her choice of vacation periods not yet selected. ~~In no event shall an employee be allowed more than five vacation periods of less than one week during any calendar year, exclusive of situations where an employee elects to use such vacation time in combination with other authorized time off entitlement.~~ ***In each round of sign-ups employees may sign-up to schedule their vacation in periods of one day or more. Employees may also schedule their Floating Holidays in accordance with the provisions of Section 103.3.*** (Amended ~~1-1-91~~***XX-XX-26***)

(c) General Construction Employees

(1) Company shall prepare the annual vacation schedule giving effect to the employees' selections where practicable and taking into consideration their Service. Vacations are to be scheduled in increments of one ***day*** ~~week~~ or more~~, except that any employee may schedule up to five days per year in increments of one day or more~~. ***Employees may also schedule their Floating Holidays in accordance with Section 103.3.*** (Amended ~~1-1-80~~***XX-XX-26***)

(2) Company may schedule vacations by crews in the interest of economy and efficiency of operation.

(3) If an employee elects to divide annual vacation into two or more periods on a sign-up schedule and it is practicable for Company to give effect thereto, such employee shall be given preferential consideration over other employees in the selection of only one of such periods. (Amended 1-1-91)

111.15 VOLUNTARY VACATION TRANSFER

Upon notification by the Company to the Union, employees may: (Added XX-XX-26)

(a) ~~*In accordance with Letter Agreement 17-09, employees* may~~ **V**oluntarily sell vacation and transfer the proceeds to an employee experiencing a medical emergency, (including a medical condition of a family member), who has insufficient leave available to cover their absence from work. ~~In addition, and by local agreement between Company and Union, an employee may also sell vacation for the purpose of relieving personal financial difficulties~~

~~experienced as a result of a medical emergency in his or her own family even though the employee may have paid leave available.~~ (Amended ~~3-23-21~~ ***XX-XX-26***)

(b) ~~*In accordance with Letter Agreement 17-09* employees may~~ **V**oluntarily sell vacation and transfer the proceeds to an employee's estate upon the employee's death or to an employee upon the death of his/her spouse, registered domestic partner or child for the purpose of relieving personal financial difficulties experienced as a result of the death. (Amended ~~6-3-21~~ ***XX-XX-26***)

(c) ***Voluntarily sell vacation for the purpose of relieving personal financial difficulties experienced as a result of a medical emergency in his or her own family even though the employee may have paid leave available. (Added XX-XX-26)***

TITLE 112. SICK LEAVE

112.1 QUALIFICATION AND RATE OF COMPENSATION

(a) After completing one year of Service and for each year of Service thereafter, a regular employee shall be allowed sick leave with pay for a total of 80 hours per calendar year. A regular part-time employee or intermittent employee shall be allowed sick leave with pay for such portion of 80 hours per calendar year as the ratio of straight-time hours worked in a year to 2,080 hours. Current sick leave will not be credited unless the employee first performs services in the new year. ~~*Employees with less than one year of service shall be eligible for California Paid Sick Leave as provided in Letter Agreement 21-08. (Amended 2-9-21)*~~ ***Employees may use sick leave for the care, preventative care, routine checkup, treatment, or diagnosis of a health condition (e.g. physical health, mental health) or any other purpose for which the employee is entitled to use sick leave under Local, State, or Federal Law. The use of sick leave does not constitute a Leave of Absence. (LOA). If the reason for an employee's use of sick leave also qualifies for a LOA under Title 101, the employee may apply for a LOA. Any such LOA must be certified by the Company or the Company's Leave Administrator as required under Title 101.(Amended XX-XX-26****)*

(b) Employees not covered under Section 112.1(a) (e.g. Employees in the following Subgroups: Regular employees with less than one year of service, Intermittent employees with less than one year of service, Probationary, Casual, Probationary Temporary Additional, Summer Hire, Probationary Intermittent, Outage, Temporary Additional, Hiring Hall) shall receive 40 hours or 5 days (whichever is greater) of sick leave with pay upon employment. Such employees must be employed for at least 90 cumulative days within a twelve-month period before being able to use any sick leave. Such sick leave not utilized by the end of each calendar year shall be forfeited. At the beginning of each calendar year, employees will be provided with 40 hours or 5 days (whichever is greater) of sick leave with pay. Employees are limited to using a maximum of 40 hours or 5 days (whichever is greater) of sick leave per calendar year. Such sick leave not utilized will be forfeited upon termination of employment. Employees who are rehired into the same Subgroup, transfer to a different Subgroup, or are rehired into a different employee Subgroup but who still do not qualify for sick leave under 112.1(a), will retain their existing balance of sick leave for use throughout the remainder of that calendar year. After qualifying for sick leave under 112.1(a), employees will have their sick leave entitlements governed by that section in addition to Sections 112.2, 112.3 or 112.4 below. The use of sick leave does not constitute a Leave of Absence (LOA). If the reason for an employee's use of sick leave also qualifies for a LOA under Title 101, the employee may apply for a LOA. Any such LOA must be certified by the Company or the Company's Leave Administrator as required under Title 101. (Added XX-XX-26)

112.2 ACCUMULATION

A regular employee, in addition to the annual sick leave allowed under the provisions of Section 112.1, shall be allowed further sick leave with pay which shall not exceed the total of unused annual sick leave in the eight years immediately preceding. (Amended 1-1-91)

112.3 ADDITIONAL SICK LEAVE AFTER 10 YEARS

In the calendar year in which Company anticipates that an employee may attain ten years of Service and in any calendar year thereafter, an employee whose sick leave record qualifies the employee in accordance with the formula shown below shall, upon exhausting his/her accumulated and current sick leave~~,~~ be allowed additional sick leave, if needed, not to exceed 160 hours in such calendar year. (Amended 1-1-91)

(a) For each of the preceding eight calendar years, calculate the employee's annual sick leave accrual by subtracting from 80 hours each year the hours (not exceeding 80 hours) of sick leave used in such year. (Amended 1-1-91)

(b) Total such annual sick leave accrual for the eight years involved.

(c) If such total is 320 hours or more, the employee shall be qualified for the additional allowance.

(d) Once the employee has qualified for such additional allowance, such additional allowance shall be renewed in full on the first day of each succeeding calendar year.

112.4 ADDITIONAL SICK LEAVE AFTER 20 YEARS

In the calendar year in which Company anticipates that an employee may attain 20 years of Service, an employee who has qualified for additional sick leave under Section 112.3 shall, upon exhausting such additional sick leave as provided in Section 112.3, be allowed, if needed, an additional 160 hours in such calendar year. Once the employee has qualified for such additional allowance, such additional allowance shall be renewed in full on the first day of each succeeding calendar year.

112.5 (Deleted 1-1-09)

112.6 *SICK LEAVE* ~~HOURLY~~ INCREMENTS *(Amended XX-XX-26)*

Sick leave shall be charged by the hour with no charge made for increments of less than one hour. Such time off as that allowed for ~~an employee's personal~~ medical and dental appointments shall be charged as sick leave.

112.7 HOLIDAYS

If a holiday occurs on a workday during the time an ***eligible*** employee is absent on sick leave with pay, the employee shall receive pay for the holiday as such; and it shall not be counted as a day of sick leave. (Amended ~~1-1-91~~ ***XX-XX-26***)

112.8 ABUSE

Where the Company has reasonable suspicion to believe sick leave is being used by an employee for a reason other than those authorized under Sections 112.1 or 112.16, the Company may require satisfactory evidence that the stated reason for the sick leave was not unauthorized or based on intentional misrepresentation (without requiring disclosure of any medical condition). Nothing in this section shall create a presumption that the use of sick leave constitutes abuse. Additionally, if an employee does not have sufficient sick leave to cover an absence, the Company may require satisfactory evidence the absence was for a purpose listed in Section 112.1 or 112.16 (without requiring disclosure of any medical condition). ~~Company may require satisfactory evidence of an employee's illness or disability before sick leave will be granted. If an employee abuses the sick leave provisions of this Agreement by misrepresentation or falsification, the employee shall restore to Company all sick leave payments the employee received as a result of such abuse. In case of recurring offenses by the employee, Company may cancel all or any part of such employee's current and cumulative sick leave, and may treat the offense as it would any other violation of a condition of employment. Charges of alleged discrimination in the application of this Section shall be investigated by the Local Investigating Committee described in Section 102.6.~~ (Amended ~~1-1-88~~ ***XX-XX-26***)

112.9 TERMINATION DUE TO PHYSICAL DISABILITY

If a regular employee is required permanently to leave the Service of Company because of physical disability, the employee shall, on termination of employment, be entitled to an allowance which shall be the equivalent of the sick leave to which the employee would be entitled under the provisions of Sections 112.1, 112.2, 112.3, and 112.4. (Amended 1-1-91)

112.10 LIGHT WORK

(a) Except as provided in Section 108.2, if an employee's health or physical ability becomes impaired to such an extent that he/she cannot perform the work of his/her classification, Company shall, if practical to do so, give such employee light work within his/her ability to perform for which he/she shall be compensated at the rate of pay established for such work. (Amended 1-1-91)

(b) It is Company's policy in the administration of Subsection 112.10(a) above to assign employees who

are permanently partially disabled to such light work as may be available within the employee's current classification. When making such assignments within the employee's classification, Company shall give consideration to the employee's service, the operating requirements of the Bidding Area or Department, and the temporary assignments as provided in Section 108.2. For example, in the Electric Transmission and Distribution Department of the Divisions, Company will attempt to assign employees who can no longer meet the climbing requirement but who are otherwise qualified as journeymen to duties which require journeyman skills but do not require employees to climb on a regular basis. The foregoing shall not be interpreted to apply to more than one journeyman, including classifications higher thereto in the normal Line of Progression, in ten in any headquarters and shall be administered on the basis of service and qualifications. (Amended 1-1-16)

(c) Placement of Partially Disabled Employees: In the event an employee is disabled due to injury or illness, is not returning from Long-Term Disability Plan IV and is returned to active payroll in a physical or clerical classification or is assigned to a classification designed for the employee with the prior written agreement of Union, the employee shall be paid in accordance with the following formula: (Effective 1-1-18)

(1) if the employee is returned to the classification held before the disability occurred, the rate of pay for such classification, or

(2) if the employee has less than ten years of Service at the time of the employee's disability, the rate of pay of the classification to which assigned, or

(3) if the employee has ***greater than*** ten ~~or more~~ ***and less than twenty-five (25)*** years of Service at the time of his or her disability: ***and is returned to a different position that is at a lower rate than their pre-disability rate of pay, the employee will maintain their pre-disability rate of pay for up to five (5) years or until such time as the rate of pay in the new position is equal to or greater than that of the employee's frozen rate of pay, whichever comes first. If at the end of five (5) years, an employee is still paid above the top of the rate for the classification held, the employee will be placed at the top of the rate for that classification. Such employee will receive no general wage increases (GWI) unless and until such time as the new wage rate for the new position exceeds the prior position's wage protected rate.*** ~~The rate of pay of the classification to which assigned plus four percent per year of Service (but not over 100 percent) times the difference between such rate of pay and the rate of pay of the employee's regular classification immediately prior to the injury or illness which caused the employee's disability.~~ ***(Amended XX-XX-26)***

(4) if the employee has twenty-five (25) years of service or greater at the time of his or her disability, and is returned to a different position that is at a lower rate than their pre-disability rate of pay, the employee will maintain their pre- disability rate of pay until such time as the rate of pay in the new position is equal to or greater than that of the employee's frozen rate of pay Such employee will receive no general wage increases (GWI) unless and until such time as the new wage rate for the new position exceeds the prior position's wage protected rate. ~~An employee who returns to active payroll at a rate of pay calculated as in (3) above shall be limited to 50 percent of any general wage increase until such time as the partially disabled employee is receiving a rate of pay equal to the rate of the classification to which such employee is assigned. In no case will a partially disabled employee who is placed on the active payroll be paid less than 110 percent of such employee's current LTD rate of pay. (Added 1-1-83)~~ ***(Amended XX-XX-26)***

(d) An employee who is disabled due to injury or illness who is able to return to active payroll and the classification held prior to such disability but is assigned to a classification with a lower rate of pay shall be entitled to the provisions as described above until such time as the employee is returned to his/her former status on an accelerated basis as provided in Sections 206.9 and 306.9. (Amended 1-1-91)

(e) In the event the employee is returned from Long Term Disability Plan IV to a different position that is at a lower than their pre-disability rate of pay, the employee will receive full wage protection for up to five (5) years but will receive no General Wage Increases (GWIs), unless and until such time as the new wage rate for the new position exceeds the prior position's wage protected rate. (Added 1-1-18)

112.11 (Deleted 1-1-97)

112.12 (Deleted 1-1-97)

112.13 TIME CARD UPGRADE

The sick leave pay of an employee who works in other than his/her regular classification on a time card basis shall be based on the rate of pay of the regular classification. (Amended 1-1-91)

112.14 UPGRADE OTHER THAN TIME CARD

If an employee who is temporarily upgraded other than on a time card basis is absent by reason of illness or disability, the sick leave pay for such absence shall be based on the rate of pay of the job to which the employee is temporarily upgraded. (Amended 1-1-91)

112.15 RETURN FROM LTD

By written agreement between the Company and the Union and on an individual basis, an employee who qualified for and received benefits under provisions of the Long-Term Disability Plan of the Benefit Agreement between the Company and the Union may be returned to active Service.

112.16 ***USE OF*** ~~**FAMILY**~~ **SICK LEAVE** ***FOR FAMILY OR CRIME VICTIMS***~~(Added 1-1-00)~~ ***(Amended XX-XX-26)***

(a) In any calendar year, a regular ~~full-time~~ employee shall be permitted to use the employee's current available sick leave benefits, up to 40 hours ***or 5 days (whichever is greater)*** in the calendar year, ***for the care, , preventative care, routine checkup, treatment, or diagnosis of a health condition of a family member of the employee or, if the employee of their family member is a victim of an act of violence covered by California Government Code section 12945.8, for the purposes set forth in section 12945.8 ("Family or Victim Purposes"). The company reserves the right to ask for certification of the Victim Purposes as allowed by law.*** ~~to attend to an illness of a family member of the employee in accordance with California Sick Leave law~~. ***(Amended XX-XX-26)***

(b) A regular part-time or a regular intermittent employee may take up to one-half of their annual current sick leave hours allotment to attend to an illness of a family member of the employee in accordance with California Sick Leave law ***or for Family or Victim Purposes. (Amended XX-XX-26)***

(c) An employee who has not attained regular status or has attained regular status and is within the first year of employment is entitled to use their sick leave provided ***under Section 112.1(b) for Family or Victim Purposes.*** ~~in Letter Agreement 21-08 for family members in accordance with California Sick Leave law (Amended 2-9-21)~~ ***(Amended XX-XX-26)***

(d) ~~(b)~~ In addition, in the calendar year in which a regular full time employee~~s~~ has qualified for additional sick leave under Section 112.3 and each succeeding calendar year it is renewed the employee shall be permitted to use up to 80 hours ***of the additional sick leave*** in the calendar year to attend to an illness of a family member of the employee in accordance with California Sick Leave law ***or for Family or Victim Purposes***. In the calendar year in which a regular full-time employee qualified for additional sick leave under Section 112.4 and each succeeding year it is renewed, the employee shall be permitted to use up to 160 hours ***of the addition sick leave*** in the calendar year to attend to an illness of a family member of the employee in accordance with California Sick Leave law ***or for Family or Victim Purposes***. A regular part-time employee who has qualified for additional sick leave under Sections 112.3 and 112.4 may take up to one-half of the additional sick leave hours awarded to attend to an illness of a family member of the employee in accordance with California Sick Leave law ***or for Family or Victim Purposes***. (Amended ~~1-1-16~~ ***XX-XX-26***)

(e) ~~(c)~~ All conditions and restrictions that apply to an employee's use of sick leave for his or her own illness shall apply to sick leave usage to attend to an illness of a family member of the employee in accordance with California Sick Leave law under this section. (Amended 1-1-16)

(f) ~~(d)~~ An employee's use of sick leave under this section does not extend the maximum period of leave

to which the employee may be entitled under the California Family Rights Act or the Federal Family and Medical Leave Act.

TITLE 113. REWARDS AND RECOGNITION (Entire Section Added XX-XX-27)

SECTION 113.1 REWARDS AND RECOGNITION PROGRAMS

Rewards and Recognition awards are intended to be goods or services with a value not to exceed $400.00. No cash awards are to be included. Some examples of awards include: meals, gift certificates, sporting event tickets, clothing, merchandise, and services. If gift certificates are given, they cannot be redeemable for cash. In addition to not awarding cash, additional paid time off is not permitted. Any awards given under this program are taxable compensation to employees.

- ***a) The $400.00 award limit is per employee per calendar quarter.***
- ***b) Any program developed must provide for the equal opportunity to participate.***
- ***c) Programs are intended to be developed locally and implemented at the discretion of local management.***
- ***d) Any program developed will not be structured in such a way as to promote competition between work groups or individuals such that one work group or individual receives an award at the expense of another work group or individual.***

SECTION 113.2 REWARD AND RECOGNITION PROGRAM FOR NON-REPRESENTED POSITIONS

At PG&E, bargaining unit employees are often assigned temporary rotations into non-bargaining unit positions. Company has an interest in applying its R&R Program guidelines to employees for work performed in a non-bargaining unit position, even if such assignment is temporary. The parties' agree that Company may recognize employees for work performed in a non-bargaining unit position consistent with the Company's R&R Program applicable to non-bargaining unit employees. In some cases, such payments may occur after the employee has returned to the bargaining unit position.

TITLE 201. EXPENSES

~~**201.14 INTERVIEWS** *(Deleted XX-XX-26)*~~

~~An employee, who at Company request, is required to travel for the purpose of attending an interview shall be reimbursed by Company for all reasonable costs incurred, including travel time during regular work hours on a workday, transportation or mileage rates, and board and lodging when authorized in advance. If at all possible, interviews and travel time will be scheduled on workdays during regular work hours. (Added 1-1-80)~~

TITLE 206. DEMOTION AND LAY OFF PROCEDURE

~~206.18 TECHNOLOGICAL CHANGES~~ ***(DELETED XX-XX-26)***

~~Company shall continue to provide Union with as much notice as practicable of technological changes in its business which may have a significant effect on its workforce. In such circumstances, Company and Union shall then meet to study and endeavor to adopt appropriate solutions, such as retraining or special placement, as may be practicable before Company implements the provisions of Titles 206, 306, and 19 of the Physical and Clerical Agreements. (Added 1-1-88)~~

TITLE 208. OVERTIME

208.2 RATE AND DOUBLE TIME CONDITIONS

(a) In general, overtime compensation at the rate of one and one-half times the straight rate of pay shall be paid to employees for overtime as defined in Items (a), (b), (c)~~, (d)~~ and (e) of Section 208.1; except that

(b) the time worked in excess of 12 consecutive hours and continuing until the employee is dismissed from such work shall be paid at the rate of two times the employee's straight rate of pay, or

(c) if, following an employee's dismissal from work or on an employee's non-workday or holiday which the employee is scheduled to have off, the employee is called out for work, the employee shall be paid at two times the employee's straight rate of pay for all work performed outside the employee's regular work hours or on a non-workday or holiday which the employee is scheduled to have off. (Amended 1-1-88)

(d) The time worked in excess of eight hours on the employee's second of two scheduled days off counting from the first day of the basic workweek shall be paid at the rate of two times the employee's straight rate of pay provided such employee has performed work on the first scheduled day off. Employees scheduled to have four consecutive days shall be entitled, in addition to the above, to pay at the rate of two times the employee's straight rate of pay for the time worked in excess of eight hours on the fourth scheduled day off, provided that such employee has also performed work on the third scheduled day off. For employees on an alternative work schedule: If an employee performs work on any non-workday, the employee will receive double time after eight hours worked on the next day, provided that day is also a non-workday. Double-time after eight hours worked will continue until such time as the employee performs no work on a non-workday or a regular workday occurs. See examples in Letter Agreement 04-10. (Amended 7-25-12)

(e) Overtime worked on a Sunday between 12:00 a.m. and 11:59 p.m. shall be paid at the rate of two times the employee's straight rate of pay (Added XX-XX-27)

(f) The time worked on a Company Holiday between 12:00 a.m. and 11:59 p.m. as defined in Section 103.1 (excluding Floating Holidays) shall be paid at the rate of two times the employee's straight rate of pay. (Added XX-XX-27)

(***g***) For purposes of this Section, an employee's "regular hours of work" shall be the same on a non-workday as those regularly scheduled for such employee on a workday.

TITLE 212. EMERGENCY DUTY

212.5 NEW EMPLOYEE ON LIST

A new hire, ~~a person coming back off of a leave of absence,~~ or a person not previously volunteering for emergency duty will initially be credited with one hour more than the maximum accrued in his/her classification. In other words, the employee would "go to the bottom of the list." (Amended ~~1-1-91~~***XX-XX-XX***)

212.6 ADDITION DUE TO BIDDING, *SOMEONE RETURNING TO THE LIST,* ETC.

(a) A person bidding into or demoted to a new classification or new headquarters, ***apprentice progressing to a journey level*** ~~or a person coming back off of an extended sickness~~ will initially be credited with ***average*** ~~mean~~ accumulated hours for the new classification and headquarters. In other words, the employee would "go to the middle of the list" on the assumption that overtime had been equitably distributed at his/her previous ***classification*** headquarters. (Amended ~~1-1-91~~ ***XX-XX-26*****)**

(b) ***An employee returning from a leave of absence, compensation payroll or extended sickness in excess of fifteen workdays, who has previously worked emergency overtime duty in the classification and headquarters in the calendar year, will be assigned the average accumulated hours worked in his/her classification during his/her absence and such hours will be added to his/her previous total of hours assigned or credited. (Added X-X-26)***

TITLE 301. EXPENSES – FIELD EMPLOYEES

301.4 EXPENSE ALLOWANCES

Subject to the provisions of this Title, employees who provide their own board and lodging shall be entitled to per diem expense allowance as follows:

(a) Each scheduled day an employee works in the basic workweek or is prevented from performing such scheduled work by inclement weather conditions covered in the Title 303; each day an employee reports for prearranged or emergency work on a non-workday; holidays which fall on a workday in the basic workweek provided such an employee works on the adjacent workday or such day is also observed as a holiday pursuant to the provisions of Title 103; each non-workday during which an employee is required to take more than four hours of travel time under the provisions of Section 301.11.

Zone	Road Miles from the Employee's Residence to the Reporting Location	Amount of Per Diem
1	More than 25 but 45 or less	***$30.00*** ~~$11.00~~
2	More than 45 but 65 or less	***$50.00*** ~~$20.00~~
3	More than 65	***$75.00*** ~~$30.00~~

(Amended ~~1-1-09~~ ***XX-XX-27***)

Employees in Zone 3 have a choice. They can elect to commute and receive Zone 3 per diem or choose to stay overnight and receive Zone 3 per diem plus full reimbursement for lodging or use the normal method of payment as established by Company (e.g., P-Card, Corporate Credit Card, or other method adopted by Company) where payment is made by Company. The employee must indicate on the daily time card which choice s/he has made for that day. (Amended 1-1-09)

TITLE 304. WAGES AND CLASSIFICATIONS

304.1 WAGE PROGRESSION

(a) The "Wage Progression" of an employee who is absent on leave of absence without pay for more than ten consecutive workdays will be delayed by a period of time equivalent to such leave of absence. The "Wage Progression" of an employee in a beginning or apprentice or other training classification who is absent for more than 25 consecutive workdays because of an industrial injury as defined in Section 108.1 or for an illness, disability *or* family leave and is receiving sick leave with pay as provided for in Section 112.1, Voluntary Disability Insurance Plan, Paid Family Leave, and/or Wage Continuation will be delayed by the period in excess of 25 consecutive workdays. (Effective 1-1-18)

~~(b) Except as provided in Section 304.5 below, an employee who is assigned to a classification having a higher maximum wage rate shall be paid at the first step of the wage progression of such classification which is higher than his/her present wage rate, or at the wage step in the higher classification determined by the time previously accumulated in such higher classification, as provided for in Subsection 304.1(a), whichever is the greater. (Amended 1-1-91)~~

~~(c)~~ ***(b)*** An employee who is demoted due to lack of work to a classification in such employee's current Line of Progression having a lower top wage rate is entitled to the rate of pay previously held in the lower classification or the rate of pay in the lower classification equal to or next lower to his/her present rate of pay, whichever is higher. Employees ~~with 24 months or more in their current classification~~ who have received notice of displacement and vacate their base position by successful bid, transfer or who are displaced into a lower paying position will maintain their rate of pay for up to three years or until such time as the rate of pay is equal to or greater than that of the employee's frozen rate of pay, whichever comes first. If at the end of three years, an employee is still paid above the top of the rate for the classification held, the employee will be placed at the top of the rate for that classification. During the time that an employee's pay remains above the wage range of the position into which he/she bid, the employee will not receive General Wage Increases or Progressive Wage Increases. *(*Amended ~~1-14-21~~ ***XX-XX-26****)*

~~(d) An employee who is demoted to a classification outside of the employee's current Line of Progression having a lower wage rate will be placed at the wage step appropriate to the employee's level of qualifications. (Amended 1-1-80)~~

304.2 TEMPORARY UPGRADE

When an employee is temporarily assigned to work in a classification higher than the employee's regular classification the employee will be paid for time worked in the higher classification at the rate therefore, provided that such time worked is not less than two hours during the day. ~~However, an employee who previously held the higher classification on a permanent basis will be paid for time worked in the higher classification at the rate therefore provided that the time worked is not less than one hour.~~ Such time worked may be accumulated over an eight-hour period by intervals of not less than one-half hour. (Amended ~~1-1-88~~ ***XX-XX-26***)

304.3 PAYDAY

Wages shall be paid at biweekly intervals on Fridays for a two-week payroll period ending not less than four nor more than ten days prior to the pay date, provided that if the regular pay date falls on a holiday payment shall be made on the preceding workday. Company shall make direct deposit available to those employees who elect to utilize such. (Amended 1-1-88)

304.4 NEW CLASSIFICATIONS AND WAGE RATES

Upon agreement thereon by Company and Union, additional regular classifications, wages therefore, and normal Lines of Progression may be established, and the wages, duties and Line of Progression of any classification may be adjusted. Pending such agreement, Company may establish temporary classifications and wages therefore. (Added 1-1-80)

304.5 APPRENTICE WAGE RATES

(a) In each instance, except as provided in Subsection (b), when an employee is appointed to fill a vacancy in an apprentice classification for the first time, such employee shall be placed at the beginning rate in such apprentice classification.

(b) Based on Company and Union written agreement and the employee's current knowledge, skill, efficiency, adaptability and physical ability which relate directly to prior performance of journeyman duties and which supplant need for training in an apprenticeship, the employee may be placed in a wage step above the beginning rate. (Added 1-1-80)

~~**304.6 WAGE RATE –CLERICAL SERVICES CLASSIFICATIONS**~~ **(Deleted XX-XX-26)**

~~*When Company appoints an employee from a classification covered under the Clerical Labor Agreement to a beginner's classification that is under T300 Clerical Services ONLY, such employee shall be paid at the succeeding step of the wage progression of the new classification which is higher than the employee's present wage rate. If an employee's current wage rate is greater than the maximum rate of the new classification, such employee will be placed at the maximum rate. This rate shall not exceed the maximum rate of the new classification. (Added 2-9-21)*~~

304.7 WAGE RATE ON UPGRADE OR PROMOTION (Added XX-XX-26)

Except as provided in Subsection 304.1 (b) and 304.5, an employee who is regularly or temporarily assigned to a classification having a higher maximum wage rate shall be paid at the highest wage rate of the following:

(a) the first step of the wage progression of such classification which is higher than the employee's present wage rate, or

(b) the wage step in the higher classification determined by the time previously accumulated in such higher classification, as provided for in Section 304.2, or

(c) the top rate of pay of such higher classification if the employee has previously been demoted or displaced, pursuant to Title 306, from a classification having a higher wage rate than the classification to which the employee is assigned. (Amended 1-1-26)

304.8 WAGE RATE- ASSIGNED LOWER CLASSIFICATION (Added XX-XX-26)

(a) When Company appoints an employee from another Line of Progression to a beginner's classification and such employee is receiving a rate of pay less than the maximum rate of pay provided for in the beginner's classification to which the employee is appointed, such employee shall retain his/her present wage progressive step and be credited with time spent in such step but not to exceed six months toward the next progressive wage increase. The rate of pay for the wage progressive step the employee is now in will be adjusted to the rate of pay for such corresponding step for the beginner's classification in the new Line of Progression which relates to his/her time progression and the employee shall receive further applicable increases in accordance with Subsection 304.1(b).

(b) An employee who is receiving in his/her present classification a rate of pay the same or higher than the maximum rate of pay established for the classification to which he/she is being appointed shall receive the top rate of pay established for the classification to which the employee is being appointed.

(c) When Company appoints an employee from a classification covered under the Clerical Labor Agreement to a beginner's classification covered under this Agreement, such employee shall be paid at the first step of the wage progression of the new classification which is higher than the employee's present wage rate.

TITLE 305. JOB BIDDING AND PROMOTION

305.7 GENERAL CONSTRUCTION PREBID PROCEDURE

Any regular employee of Company may submit a prebid on any existing job classification and promotion/demotion geographic area, as defined in Exhibit II of the Agreement for which the employee desires consideration in accordance with the following procedure provided the employee does not exceed a combined maximum number of 80 prebids and transfers. This maximum will not apply to employees subject to the provisions of Title 306. (Amended 7-25-12)

(a) **Eligibility**: To be valid, an employee's prebid must be entitled to preferential consideration under the provisions of Section 305.5 or the provisions of Subsection (b) below. A list of existing classifications by promotion-demotion geographic area with appropriate prebid numbers is available online from the Company's Human Resources web site. (Amended 1-1-09)

(b) **Filling of Vacancies**: whenever a vacancy occurs in any job classification which the Company intends to fill on a regular basis, once the current provisions of Section 305.5 have been exhausted, Company shall fill the remaining vacancies as soon as practicable and in the following sequence:

(1) Bids made by employees who are entitled to preferential consideration under Section 306.9 who are out of the Promotion-Demotion Geographic Area of the vacancy;

(2) Bids made by regular Title 300 General Construction employees in order of seniority who are:

(a) in the same department ***within the*** ~~but *in a different*~~ Promotion-Demotion Geographic Area, who are either

(i) in the same classification as that in which the job vacancy exists,

or

(ii) in classifications which are higher thereto in the Lines of Progression, or

(iii) at the top rate of pay of the next lower classification in the normal Line of Progression, except as otherwise provided in any applicable apprenticeship agreement.

(b) ***in the same department but in a different Promotion-Demotion Geographic Area, who are either***

(i) ***in the same classification as that in which the job vacancy exists,***

or

(ii) ***in classifications which are higher thereto in the Lines of Progression, or***

(iii) ***at the top rate of pay of the next lower classification in the normal Line of Progression, except as otherwise provided in any applicable apprenticeship agreement. (Amended XX-XX-26)***

(c) from all other Title 300 employees from any other department (Amended 10/1/03)

(3) Bids made by any regular Title 200 Division employee in order of seniority,

(c) **Forms:** Prebids must be submitted electronically through PG&E@Work For Me (from the Company's intranet or the Internet). (Amended 1-1-09)

(d) (Deleted 1-1-09)

(e) **Timeliness**: Company shall not consider any prebid which was received by Company on or after the control

date which is the date the fully authorized job vacancy report was received by the Centralized Job Bidding Team (CJBT) to fill a job vacancy in the classification and promotion- demotion geographic area on which the prebid was made. Only those prebids valid prior to the control date on the job vacancy report will be considered to fill such vacancy. Subsequent prebids may be considered only after that list has been exhausted. After two lists have been exhausted, Company may fill the job at its discretion in the same manner as described in Section 205.13. (Amended 1-1-09)

(f) **Date of Receipt**: The date of receipt will be the date of receipt by the CJBT. (Amended 1- 1-09)

(g) **Acknowledgment**: Company will acknowledge receipt of all prebids within 15 calendar days from the date of receipt and without rejecting the prebid notify the employee via e-mail of any known reason which might preclude the employee's filling the classification on which the employee has submitted a prebid, including information regarding testing programs which must be completed. Information on whether or not an employee has completed such programs is available electronically from the About Me tab in PG&E@Work For Me (from the Company's intranet or the Internet). (Amended 1-1-09)

(h) **Cancellation of Prebids**: Prebids are valid for a period of one year from the date of receipt or until such time as the employee changes classification or until such time as the employee rejects an appointment to the classification in a specific promotion-demotion geographic area (and shift, if appropriate) on which the prebid was made. Company will notify an employee of the cancellation of employee's prebids as indicated below. Cancellation shall be effective as follows:

(1) at the expiration of one year from the date of the prebid and after 15 calendar days' advance notice from Company,

(2) immediately upon the employee's declining an appointment to the classification in a specific promotion-demotion geographic area on which the prebid was submitted, (Amended 1-1- 09)

(3) immediately after any employee's change of classification or position (Amended 7-25-12)

(4) (Deleted 1-1-09)

(5) immediately upon receipt of authorization from an employee to cancel a prebid, or

(6) upon receipt of authorization from the CJBT to cancel prebids because a job is deleted from the directory or an employee improperly designates rights, as provided in Section 306.9, with notification to the employee by the CJBT of such cancellation. In the latter cases, the employee's prebid will be given the appropriate 305.5 consideration for 15 calendar days from the time the CJBT notifies employee of such cancellation. (Amended 1-1-09)

(i) **New Jobs in a Promotion-Demotion Geographic Area**: The Company shall post, on the HR intranet and send to IBEW representative as designed by the Business Manager , a notice describing all new classifications in any promotion-demotion geographic area on the first or fifteenth of any month, as soon as such jobs are authorized to be filled. Such notice shall remain posted until the next Directory listing the new classification is posted on the bulletin board, but not less than 15 days. If no prebids are received 18 days after the date shown on the notice, or after two lists have been exhausted, Company will have 60 days to fill the vacancy in a manner as described in the provisions of Section 205.13. (Amended 8-15-17)

An employee who is the senior, qualified bidder to more than one vacancy, which is currently being filled, shall be given the option of accepting the classification and promotion- demotion geographic area desired.

(j) **Prebid Directory**: The Company shall identify all prebidable classifications covered under the Physical and Clerical Agreements. Such identification shall include the location, function and prebid number.

(k) **Accepting Job Offer**: An employee will be expected to provide a response by the next business day if s/he

is offered a position that will not result in the employee needing to relocate his/her residence.

An employee will be expected to reply within 48 hours of receiving a job offer request when accepting the offered position will result in the employee needing to relocate his/her residence. Under certain circumstances of hardship or operational needs, the supervisor offering the position may grant up to 72 hours for the employee to respond. Further, based on operational needs, an employee may be granted the use of a floating holiday or vacation day to assist in determining whether or not to accept a job offer. Failure to respond in the aforementioned time frame will cause the employee's bid to forfeit.

An employee who is scheduled to go on vacation is encouraged to voluntarily leave a phone number with his/her supervisor at which s/he can be reached if a job offer is extended. As an alternative, an employee may voluntarily leave his/her supervisor a prioritized list of vacancies s/he will accept if offered a position. This list will expire after the vacation period is ended. In no case will an employee be bypassed for an offer due to being on vacation. (Added 10-1-03)

TITLE 306. DEMOTION AND LAYOFF PROCEDURE

306.15 TECHNOLOGICAL CHANGES (DELETE 1-1-26)

~~Company shall continue to provide Union with as much notice as practicable of technological changes in its business which may have a significant effect on its workforce. In such circumstances, Company and Union shall then meet to study and endeavor to adopt appropriate solutions, such as retraining or special placement, as may be practicable before Company implements the provisions of Titles 206, 306, and 19 of the Physical and Clerical Agreements. (Added 1-1-88)~~

TITLE 308. OVERTIME

308.2 RATE AND DOUBLE-TIME CONDITIONS

(a) In general, overtime compensation at the rate of one and one-half times the straight rate of pay shall be paid to employees for overtime as defined in Items (a), (b), (c)~~, (d)~~ and (e) of Section 308.1; except that

(b) the time worked in excess of 12 consecutive hours and continuing until the employee is dismissed from such work shall be paid at the rate of two times the employee's straight rate of pay, or

(c) if, following an employee's dismissal from work or on an employee's non-workday or holiday which the employee is scheduled to have off, the employee is called out for work, the employee shall be paid at two times the employee's straight rate of pay for all work performed outside the employee's regular work hours or on a non-workday or holiday which the employee is scheduled to have off. (Amended 1-1-88)

(d) The time worked in excess of eight hours on the employee's second of two scheduled days off counting from the first day of the basic workweek shall be paid at the rate of two times the employee's straight rate of pay provided such employee has performed work on the first scheduled day off. Employees scheduled to have four consecutive days shall be entitled, in addition to the above, to pay at the rate of two times the employee's straight rate of pay for the time worked in excess of eight hours on the fourth scheduled day off, provided that such employee has also performed work on the third scheduled day off. For employees on an alternative work schedule: If an employee performs work on any non-workday, the employee will receive double time after eight hours worked on the next day, provided that day is also a non-workday. Doubletime after eight hours worked will continue until such time as the employee performs no work on a non-workday or a regular workday occurs. See examples in Letter Agreement 04-10. (Amended 7-25-12)

(e) Overtime worked on a Sunday between 12:00 a.m. and 11:59 p.m. shall be paid at the rate of two times the employee's straight rate of pay (Added XX-XX-27)

(f) The time worked on a Company Holiday between 12:00 a.m. and 11:59 p.m. as defined in Section 103.1 (excluding Floating Holidays) shall be paid at the rate of two times the employee's straight rate of pay. (Added XX-XX-27)

(~~e~~***g***) For purposes of this Section, an employee's "regular hours of work" shall be the same on a non-workday as those regularly scheduled for such employee on a workday.

PART V - TITLE 500. TERM

500.1 TERM

This Agreement, having taken effect as of September 1, 1952, and having thereafter been amended from time to time shall continue in effect as further amended herein for the term of ~~January 1, 2022~~ ***Month XX, 2026***, through December 31, ~~2025~~***2029***, and shall continue thereafter from year to year unless written notice of termination shall be given by either party to the other 60 days prior to the end of the then current term. (Amended ***XX-XX-26***)~~4-16-21~~)

500.3 GENERAL WAGE INCREASES

(a) Effective ***January 1, 2026*** ~~January 1, 2022~~, the basic wage rates established for ***January 1, 2025*** ~~January 1, 2022~~ in Exhibit X of this Agreement shall be increased by ***five*** ~~three and three quarter~~ percent. (Amended ~~4-16-21~~**XX-XX-26**)

(b) Effective January 1, ~~2023~~***2027***, the basic wage rates established for January 1, ~~2023~~***2026*** in Exhibit X of this Agreement shall be increased by ~~three and three quarter~~ ***five*** percent. (Amended ***XX-XX-26*** ~~4-16-21~~)

(c) Effective January 1, ~~2024~~***2028***, the basic wage rates established for January 1, ~~2024~~***2027*** in Exhibit X of this Agreement shall be increased by ~~three and three quarter~~ ***six*** percent. (Amended ***XX-XX-26*** ~~4-16-21~~)

(d) Effective January 1, ~~2025~~***2029***, the basic wage rates established for January 1, ~~2025~~***2028*** in Exhibit X of this Agreement shall be increased by ~~three and three quarter~~ ***six*** percent. (Amended ~~4-16-21~~**XX-XX-26**)

Job Definitions Lines of Progression
Title 600

Title 600.1 DIVISION GAS DEPARTMENT

Gas Service

Create Meter and Regulation Technician Classification and Apprentice Meter and Regulation Technician Classifications.

Revisions to Service Mechanic and Utility Gas Service Representative Job Descriptions to establish PIO classifications; transition incumbent Service Mechanic and Utility Gas Service Representative

Gas T&D

- Update Job Descriptions
- Create Lead Gas Compliance Representative Classification
- Transition PIO Classifications
- Delete Obsolete Classifications
- Establish Oversight Committee to implement the above

Title 600.12 DIVISION ELECTRIC T&D

Update to include a new Troubleshooter classification with requirement to perform patrol activities in a helicopter.

Title 600.13 GC FIELD EMPLOYEES

GC Gas Drilling

- Reestablish the Drilling Line of Progression within GC Gas
- Transition of incumbent employees

GC Gas Welding

- Create new Apprentice Welder-GC Gas; Welder-GC Gas and Welder-GC Gas In Service Welding Classifications
- Revise Apprentice Welding Program
- Revisions to Working Leader B-Gas In Service Welding and Working Leader A Gas In Service Welding Classifications
- Transition of incumbents
- Delete Obsolete Classifications
- Establish Oversight Committee to implement the above

Hydro

Establish a new classification and job description for Water Systems Crew Leader-GC.
In addition, the parties agree to eliminate the 30-month wage step for the Routine Hydro Clerk classification and allow Routine Hydro Clerk incumbents to automatically progress to First Hydro Clerk upon completion of six months at the top rate of pay. The parties also agreed to update the job definitions for Routine Hydro Clerk, First Hydro Clerk and Senior Hydro Clerk.

Vegetation Management

- Expand the TRAQ premium to the VMI classification
- Update the job definitions for Vegetation Management Inspector (VMI), Sr VMI, Vegetation Operations Inspector and add a new Lead VMI classification

EXHIBIT V (Amended *XX-XX-26* ~~*1-28-2021*~~)

CLASSIFICATIONS OF RESIDENT EMPLOYEES *HYDRO AND* ELECTRIC DEPARTMENT

Apprentice Electrical Machinist - Balch	***Apprentice Electrical Machinist - Helms***
Apprentice Electrical Technician - Balch	***Apprentice Electrical Technician - Helms***
Apprentice Electrician - Balch	***Apprentice Electrician - Helms***
Apprentice Telecommunications Technician - Balch	***Apprentice Telecommunications Technician - Helms***
Apprentice Water System Repairperson - Balch	***Apprentice Water System Repairperson - Helms***
Camp Support Specialist - Balch	***Camp Support Specialist - Helms***
Electric Maintenance Crew Leader - Balch	Electric Maintenance Crew Leader-Helms
Electrical Machinist - Balch	Electrical Machinist - Helms
Electrical Technician - Balch	Electrical Technician- Helms
Electrician - Balch	Electrician – Helms
First Hydro Clerk - Balch	First Hydro Clerk - Helms
Hydro Operator - Balch	Hydro Operator - Helms
Hydro Operator in Training - Balch	***Hydro Operator in Training - Helms***
Lead Electrical Technician - Balch	***Lead Electrical Technician - Helms***
Lead Hydro Operator - Balch	Lead Hydro Operator - Helms
Routine Hydro Clerk - Balch	~~Relief Hydro Operator - Helms~~
Roving Operator - Balch	***Routine Hydro Clerk – Helms***
Telecommunications Crew Leader - Balch	***Roving Operator – Helms***
Telecommunications Technician - Balch	~~Station Attendant - Hydro~~
Unassigned Electrical Machinist - Balch	***Telecommunications Crew Leader - Helms***
Unassigned Electrical Technician - Balch	Telecommunications Technician - Helms
Unassigned Electrician - Balch	***Unassigned Electrical Machinist - Helms***
Unassigned Hydro Operator - Balch	***Unassigned Electrical Technician - Helms***
Unassigned Telecommunications Tech - Balch	***Unassigned Electrician - Helms***
Unassigned Water Sys Repairperson - Balch	***Unassigned Hydro Operator - Helms***
Utility Operator - Hydro-Balch	***Unassigned Telecommunications Tech - Helms***
Utility Worker - Balch	***Unassigned Water Sys Repairperson - Helms***
Water System Crew Lead - Balch	***Utility Operator Hydro - Helms***
Water System Repairperson - Balch	Utility Worker - Helms
	Water System Crew Lead - Helms
	Water System Repairperson - Helms

GARAGE DEPARTMENT

Equipment Mechanic - Balch	Utility Equipment Mechanic - Helms

EXHIBIT VIII
JOB COMPARISONS

(Amended ~~1-1-09~~ ***XX-XX-26***)

(Job description updated to reflect Exhibit X job descriptions)	(Job description updated to reflect Exhibit X job descriptions)
TITLE 300 (GENERAL CONSTRUCTION)	TITLE 200 (REGIONS/DIVISION)
Apprentice Cable Splicer, *Apprentice Cable Splicer– GC–SF/PN/DA/SJ*	Apprentice Cable Splicer, *Apprentice Cable Splicer – SF/PN/DA/SJ*
Apprentice Communications Technician	Apprentice Telecommunications Technician
Apprentice Equipment Mechanic (SC *& Fleet*)	Apprentice Equipment Mechanic (Garage)
*Apprentice *Line Worker, Apprentice Line Worker – GC–SF/PN/DA/SJ*	Apprentice *Line Worker, Apprentice Line Worker – SF/PN/DA/SJ*
Apprentice Electrician	Apprentice Electrician
Apprentice Welder	Apprentice Fitter-ARC
ARC Welder	Fitter ARC, Welder
Backhoe Operator	T&D Equipment Operator
Cable Splicer	Cable Splicer
Carpenter A	Carpenter
Communication Technician	Telecommunications Technician
Construction Operator – GC Gas	*Fieldperson, Gas T&D Equipment Operator*
Electrical Technician	Electrical Technician
Electrician	Electrician
Field Garage Mechanic "A"	Equipment Mechanic (Garage)
Field *Garageperson*	*Garageperson*
Field Garage Mechanic "B"	Apprentice Equipment Mechanic (Garage)
First Field Clerk	*Leader's* Clerk, First Hydro Clerk
Gas Technician	Gas Control Technician
Hole Digger Operator	T&D Equipment Operator
Labor *Crew Leader* A or B	Labor *Crew Leader*
* *Line Worker – GC, Line Worker – GC – SF/PN/DA/SJ*	*Line Worker, Line Worker – SF/PN/DA/SJ*
Machinist, SC	Machinist
Materials Handler	Materials Handler
Materials Leadperson	*Materials Leadperson*
Miscellaneous Equipment Operator-Not Gas	*T&D Equipment Operator, Heavy Tractor Driver*
New Business Liaison - Electric	*New Business Liaison-Elec Crew Fmn (PIO) and New Business Liaison-Lineworker (PIO)*
Painter	Painter
Routine Field Clerk	Assistant *Leader's* Clerk and Routine Hydro Clerk
Routine Shop Clerk	Assistant *Leader's* Clerk and Routine Hydro Clerk
Senior Construction Operator – GC Gas	*Senior Gas T&D Equipment Operator*

Senior Field Clerk	Senior Hydro Clerk
Services Working Leader	Garage *Crew Lead*
Special Driver – Service Center	*Truck Driver, Truck Driver Heavy*
Street Fitter	Fieldperson
* *GC Crew Lead* A – Overhead	Electric Crew *Leader, Electric Crew Leader - SF/PN/DA/SJ*
GC Crew Lead A – GC Station	Electric Maintenance Crew Leader
GC Crew *Lead* A - Underground	Cable Crew *Leader*
Towerperson	Apprentice *Line Worker*
T&D Equipment Operator – GC Line	*T&D Equipment Operator*
Utility Worker	Utility Worker
Welder	Fitter, Welder, and Gas Mechanic
Appr Water System Repairperson – GC	*Apprentice Water System Repairperson*
Water System Repairperson – GC	*Water System Repairperson*
Working Leader B – Station	*Water System Crew Leader*
Working Leader A/B – Gas	Gas Crew *Leader*

The foregoing comparison of jobs is general and does not necessarily connote that the job which are compared have identical duties or that performance in one job qualifies for "comparable" job.

See Also Sections 205.22 and 305.2

Exhibit VIII does not currently contain all appropriate comparisons and should not be an exclusive resource for the purpose intended.

*The parties agree that the General Construction *Line Worker* and related classifications are comparable to the Title 200 *Line Worker* and related classifications, not to the Title 200 *Line Worker, Service* or Title 200 Transmission *Line Worker*.

EXHIBIT IX (Amended ~~8-15-17~~*XX-XX-26*)

LIST OF CLASSIFICATIONS COMMON TO MORE THAN ONE DEPARTMENT AND THE DEPARTMENTS BETWEEN WHICH SUCH CLASSIFICATIONS ARE CONSIDERED THE SAME FOR PURPOSES OF TITLES 205 AND 206.

The attached list indicates the departments and subdepartments in which the classification listed will be considered as the same classification within the meaning of Sections 205.7 and 206.4 of the Agreement. This list does not necessarily connote that the jobs within the several departments have identical duties or that performance of the job in one department of itself qualifies an employee for the same classification in another department.

Unless so provided in the departmental Lines of Progression, the fact that a classification is considered as next lower to another in one department does not mean that the same job is next lower to the higher job in another department.

CLASSIFICATION	DEPARTMENTS
Carpenter	Materials Distribution
Telecommunication Technician	Electric Maintenance
Apprentice Telecommunication Technician	Electric Maintenance
Truck Driver, Heavy	Electric Maintenance, Gas T&D, Materials Distribution
Truck Driver, Light	Electric Maintenance, Materials Distribution
Truck Driver	Electric Maintenance, Gas T&D, Materials Distribution
Electric Crew Leader Electric Maintenance Crew Leader Electric Shop Crew Leader	Electric T&D, Electric Maintenance, Materials Distribution
Electrician	Electric T&D, Electric Maintenance, Materials Distribution, Nuclear Power Generation
Apprentice Electrician	Electric Maintenance, Nuclear Power Generation, Materials Distribution
Labor Crew Leader	Electric T&D, Electric Maintenance
Maintenance Crew Leader (Mechanical)	Electric Maintenance, Distribution
Machinist	Electric Maintenance, Steam Generation, Nuclear Power Generation, Gas Plant, Gas Pipeline Operations & Maintenance – T&D, Materials Distribution
Apprentice Machinist	Electric Maintenance, Nuclear Power Generation, Materials Distribution
Materials Handler	Materials Distribution
Materials Leadperson	Materials Distribution

Mechanic	Electric Maintenance, Gas Plant, Nuclear Power Generation,
Mechanic-Rigger	Garage, Materials Distribution
Painter	Electric Maintenance, Nuclear Power Generation
Rigger	Nuclear Power Generation, Materials Distribution
Mechanic-Rigger	Electric Maintenance, Gas Plant
Certified Welder	Electric Maintenance, Nuclear Power Generation
Welder	
Apprentice Welder	

Exhibit IX does not currently contain all appropriate common classifications and should not be an exclusive resource for the purpose intended.

EXHIBIT XI

Entire Exhibit Deleted XX-XX-26

EXHIBIT XIV
SEVERANCE

A. Application

Employees laid off pursuant of Section 206.7 and 306.7 of the Physical Agreement will receive the Severance Package as defined below.

Title 200 employees with less than one year of service will not be eligible for the severance program. Title 300 employees with less than two years of service will not be eligible for the severance program.

B. Formula

a) Four weeks pay (base classification) plus two weeks' pay for each year of service.

b) A lump sum payment of $5,000 to partially offset COBRA and life insurance conversion coverage. The employee has no obligation to use it for COBRA conversion or continued life insurance coverage.

c) Payment is dependent on the signing of ~~the agreed to~~ ***a*** Severance Agreement and Release ***agreed to by the Company and Union***.

d) Employees who are rehired, pursuant to Sections 206.13 and 306.14 of the Physical Agreement, within 12 months of lay-off and are subsequently laid off for lack of work within 12 months of being rehired will receive a prorated severance. The prorated severance amount will be equal to the difference between the severance amount(s) the employee previously received and the severance amount calculated using the employee's current years of service. (Amended 1-1-00)

ATTACHMENT 1

(Deleted XX-XX-XX)

Exhibit XIX (Added XX-XX-26)

PACIFIC GAS AND ELECTRIC COMPANY
POSITIVE DISCIPLINE GUIDELINES

I. INTRODUCTION

It has been the policy of Pacific Gas and Electric Company to enhance and to improve work performance in all areas by means of clear communication and understanding of performance requirements by all employees. To this end, Company will utilize Positive Discipline to:

1. ***Improve communications between supervisors and employees.***

2. ***Improve knowledge and understanding by individuals of performance expectations.***

3. ***Communicate the expectation of change and improvement through coaching and counseling.***

In order to ensure that customers are served effectively, and Company business is conducted properly and efficiently, employees must meet certain standards of performance and perform their jobs in a safe and effective manner. Supervision is responsible for establishing employee awareness of their job requirements, and employees, in turn, are responsible for meeting these standards and expectations. Positive Discipline is a system that emphasizes an individual's responsibility for managing their performance and behavior. It focuses on communicating an expectation of change and improvement in a personal, adult, non-threatening way; while at the same time, maintaining concern for the seriousness of the situation. Key aspects of this system include recognizing and encouraging good performance, correcting performance problems through coaching and counseling, and building commitment to effective work standards and safe work practices.

If an employee has a conduct, attendance or work performance problem, disciplinary action may be necessary to correct the situation. Positive Discipline is designed to provide the opportunity to correct deficient performance and build commitment (not merely compliance) to expected performance in a manner that is fair and equitable to all employees. Each step is a reminder of expected performance, stressing decision-making and individual responsibility, not punishment.

The Positive Discipline Program applies to all regular employees. It does not apply to probationary employees. The performance of probationary employees shall continue to be monitored utilizing performance reviews and counseling. The Employee Assistance Program will continue to play a very important role and should be utilized when appropriate.

The Personnel File refers to the Employee Records that are kept by the Company that include Positive Discipline as well as other employment related documents. The Employee Performance Record refers to the form which is only used by leaders to record and deactivate Positive Discipline.

II. THE POSITIVE DISCIPLINE SYSTEM

A. Coaching and Counseling

Coaching/counseling is the expected method for the supervisor to inform an employee about a problem in the areas of work performance, conduct or attendance. The objective of performance coaching/counseling is to help the employee recognize that a problem exists and to develop effective solutions to it. Since it is the supervisor's approach to a performance problem that often brings about the employee's decision to change behavior, it is critical that the supervisor be prepared. Coaching/counseling is intended to be a

deliberation and discussion between the supervisor and employee. The supervisor will provide either a copy of his/her notes of the conversation, a copy of the Employee Performance Record, or a letter documenting the basic conversation. Any of these may be sent electronically but should note the conversation as a Coaching & Counseling. Normally, performance problems can be resolved at this step. Coaching/counseling memos or notes kept in the supervisor's operating file should be deactivated in the same manner as oral reminders (Section VI.A). If a bargaining-unit employee requests a shop steward prior to or during coaching/counseling, such request shall be granted.

B. <u>Positive Discipline Steps</u>

When an employee fails to respond to counseling or a single incident occurs which is serious enough to warrant a formal step of discipline, the supervisor will have several options, depending on the seriousness of the performance problem. These options or steps of the Positive Discipline system are:

NOTE: ALL BARGAINING UNIT EMPLOYEES ARE ENTITLED TO APPROPRIATE UNION REPRESENTATION DURING ANY STEP OF POSITIVE DISCIPLINE.

<u>STEP ONE - ORAL REMINDER</u>

1. <u>Application</u>

The supervisor discusses the conduct, attendance or work performance problem with the employee in a private meeting. The supervisor reminds the employee of the importance of commitment to follow work rules and Company standards. In this problem-solving discussion, the supervisor informs the employee that this is the first step of the discipline process and restates the employee's need to live up to his/her commitment. The meeting closes with the supervisor expressing confidence in the employee's ability to change.

2. <u>Documentation</u>

(a) The supervisor will prepare a letter documenting the basic conversation, date it and upload it to the personnel file. It should contain the exact performance problem, the date of any coaching/counseling, what offense caused the Oral Reminder, the employee's commitment and need to change in the future and whether further steps of Positive Discipline could follow.

(b) The original copy of the letter is given to the employee.

(c) The supervisor will also make a notation of this discussion on the Electronic Employee Performance Record (Attachment 1).

(d) An Oral Reminder is active for six (6) months.

<u>STEP TWO - WRITTEN REMINDER</u>

A Written Reminder is a formal conversation between a supervisor and employee about a continued or serious performance problem. The conversation is followed by the supervisor's letter to the employee summarizing the conversation and the employee's commitment to change his/her behavior. It is the second step of the Positive Discipline System.

1. <u>Application</u>

This step is applied when:

- *An employee's commitment to improve is not met within the six (6) month active time period for an Oral Reminder; or*

- *An employee commits a serious offense whether or not any previous disciplinary action has been taken.*

2. <u>Documentation</u>

(a) After the conversation with the employee, the supervisor will then write a letter to the employee summarizing the discussion. It should contain the exact performance problem, the date of any Coaching/Counseling and/or Oral Reminders, what offense caused the Written Reminder, the employee's commitment and need to change in the future and whether further steps of Positive Discipline could follow.

(b) The original copy of the letter is given to the employee. The immediate supervisor uploads the letter to the employee's Personnel file.

(c) The supervisor will make a notation of this discussion on the Employee Performance Record. (Attachment 1)

(d) The Written Reminder is active for twelve (12) months.

<u>STEP THREE - DECISION MAKING LEAVE (DML)</u>

The DML is the third and final step of the Positive Discipline System. It consists of a discussion between the supervisor and the employee about a very serious performance problem. The discussion is followed by the employee being placed on DML the following workday <u>with pay</u> to decide whether the employee wants and is able to continue to work for PG&E by following all the rules and performing in a fully satisfactory manner.

The employee's decision is reported to his/her supervisor the workday after the DML. It is an extremely serious step since, in all probability, the employee will be discharged if the employee does not live up to the commitment to meet all Company work rules and standards during the next twelve (12) months, the active period of the DML, except as provided in Section III.B.

Because the DML is a total performance decision by the employee, there is only one <u>active</u> DML allowed.

1. <u>Application</u>

This step is applied when:

- *An employee's commitment to improve is not met during the twelve (12) month active time period for a written reminder; or*

- *An employee commits a very serious offense whether or not previous discipline has taken place.*

2. <u>Documentation</u>

(a) Notes are to be written covering the key points of the conversation. The exact dates and offenses shall be included. The supervisor should document the topics covered during the meeting including specific violations and/or performance, attendance, or conduct issues giving rise to the DML. The employee's response should be included.

(b) When the employee returns from the Decision Making Leave, the employee will be given a letter summarizing the Decision Making Leave incident and the employee's decision. This letter should be written by the supervisor using the notes mentioned in (a) above. The letter will advise the employee that termination could follow should they fail to live up to their commitment to maintain total performance and abide by all Company rules.

(c) The original copy of the letter is given to the employee. The immediate supervisor uploads a copy to the employee's Personnel File.

(d) The supervisor will also make a notation of this discussion on the Employee's Performance Record. (Attachment 1).

(e) A DML is active for twelve (12) months.

In the event of an employee at a discipline step is placed on an approved leave of absence or is on the Compensation Payroll in excess of ten consecutive workdays, the active periods referred to above will be suspended until the employee returns to the active payroll. However, if an employee is off the active payroll in excess of twelve consecutive months, any discipline will be deactivated upon his/her return to the active payroll.

C. Reviewing Performance Record

The employee shall have access to view their Employee Performance Record currently stored in the "About Me" PG&E Intranet Page.

The employee shall have access to their employee Personnel File by a request to the Company. The request should be made in accordance with the Company standard.

III. TERMINATION -

A. Termination occurs when Positive Discipline has failed to bring about a positive change in an employee's behavior, such as another disciplinary problem occurring within the twelve (12) month active duration of a DML. Termination may also occur in those few instances when a single offense of such major consequence is committed that the employee forfeits his/her right to the Positive Discipline process, such as:

Theft (See Review Committee Decisions 1451 and 1452)
Striking a member of the public or another employee
Energy Diversion
Curb reading of meters
Driving Under the Influence of Alcohol in a Company Vehicle or while on Company paid work or travel time (See R1-LA-25-21)

B. Notwithstanding the foregoing, if a performance problem which normally would result in formal discipline occurs during an active DML, the Company shall consider mitigating factors (such as Company service, employment record, nature and seriousness of violation, etc.) before making a decision to discharge, all of which is subject to the provisions of the appropriate grievance procedure for bargaining unit employees. In addition, a summary of the decision not to terminate should be documented and placed in the employee's Personnel File and the employee should be given a copy of the summary.

IV. ADMINISTRATIVE GUIDELINES

A. ***Rule infractions are generally divided into three categories. These are (1) work performance, (2) conduct and (3) attendance. The maximum number of oral reminders that may be active at one time is three (3) and these must be in different categories. Should another performance problem occur in a category where there is already an active oral reminder, the discipline step must escalate to a higher level of seriousness, usually a written reminder. The maximum number of written reminders that may be active at one time is two (2) and these must be in different categories. Should another performance problem occur in a category where there is already an active written reminder, the discipline step must escalate to a DML.***

The above language refers to escalation to the appropriate disciplinary step once a decision to formally discipline has been made. In lieu of taking formal disciplinary action, the supervisor may opt to coach/counsel an employee, taking into consideration mitigating factors.

In addition, where appropriate, such as an employee who exhibits an inability to work in a classification that is not directly supervised, consideration for demotion should be made.

Placement of a bargaining unit employee at a Positive Discipline step or termination of a bargaining unit employee may be grieved by that employee's Union on the grounds that such action was without "just cause", the degree of discipline was too severe or there was disparity of treatment, pursuant to the provisions of the appropriate grievance procedure.

Under Positive Discipline, the time limits for filing a grievance commence on the date of the disciplinary discussion, unless the employee's receipt of the discussion documentation exceeds three working days. If receipt of such documentation exceeds three working days, the time limit for filing a grievance will be extended by an equivalent number of days.

Company and Union agree in Letter Agreement No. 88-109, that the Positive Discipline Guidelines do not supersede Subsections 102.4(c) of the Physical Agreement or 9.4 (c) of the Clerical Agreement.

Because the Decision Making Leave is a total performance decision on the employee's part, there is only one DML. Additionally, while the DML is active, no other formal steps of Positive Discipline may be administered, except as provided for in Section III.B.

B. ***The following list, which is not intended to be all-inclusive, gives examples of rule violations and general categories they fall into:***

<u>Attendance:</u>

Absenteeism
Tardiness
Sick Leave Abuse (Positive Discipline will not circumvent or supersede sick leave abuse sections of any Labor Agreement)
Unavailability
Extended Lunches/Break Periods
No Call/No Show

Conduct:

Driving under the influence of Alcohol in a Company Vehicle or while on Company paid work or travel time (LA R1-25-21)
Violation of the Employee Conduct Standard
Carrying Firearms on Company Property or in ***Company Vehicle***
Leaving Assigned Work Area/Location Without Permission
Insubordination: Refusal to Follow Supervisor's Instruction
Refusal to Work Overtime in an Emergency Situation
Fighting or Provoking a Fight on Company Property
Falsification of any Company Document or Record
Conducting Personal Business on Company Time Without Permission
Reporting a False Reason for an Absence
Congregating
Verbal and/or Sexual Harassment
Initiating, Encouraging or Participating in a Walk-Out or Work Slowdown
Allowing Guests on Restricted Company Property Without Permission

Work Performance:

Failure to Adhere to Safe Work Practices and Accident Prevention Rules
Unsatisfactory Work Performance (Quality/Quantity, Effort and/or Negligence
Backing or Automotive Accidents
Sleeping on the Job
Housekeeping
Excessive Time Away from Workstation

Note: For some types of performance problems caused by an ability deficiency, demotion to a lower classification may be the appropriate action rather than implementing any step of Positive Discipline.

C. Offenses in each of the three categories are normally assigned a level of severity. Their level of severity can be minor, serious or major in nature. As a general rule, the seriousness of the offense dictates which step of the Positive Discipline process would apply.

D. The above list is not totally inclusive. In addition, Company Standards, Safety, and Procedural Rules, along with sound judgment and common sense should govern individual conduct and actions. Individual departments and locations also have rules and standards which must be adhered to or met.

V. CRISIS SUSPENSION

As has been past practice, a crisis suspension should be used when an employee's inappropriate behavior is so serious immediate removal from the workplace is necessary because the employee's actions indicate that remaining on or returning to the job may be detrimental to the employee, fellow employees, customers, or the Company. The employee shall be required to leave Company property pending investigation. Some examples would be theft, insubordination, threat of violent action, destruction of Company property or reporting to work under the influence of alcohol or drugs. These situations will be handled in the following manner.

1. If, upon completion of its investigation, Company finds that there is insufficient evidence to support the alleged misconduct, the employee will be placed back to

work and will be paid for the investigatory time off.

2. ***If, upon completion of its investigation, Company finds that there is sufficient evidence to support termination, the employee's employment will be terminated, and the investigatory time off will be without pay.***

3. ***If, upon completion of its investigation, Company finds that there is sufficient evidence to support disciplinary action but not termination, the appropriate step of Positive Discipline will be administered, and the employee will be reimbursed for the investigatory time off without pay. However, should an employee be unfit for work or otherwise unavailable, the employee shall not be reimbursed for such time.***

VI. DEACTIVATION

A very important step of the Positive Discipline system, which recognizes improved performance, is the deactivation process. If an employee has maintained fully satisfactory performance during the active period of a disciplinary action and the employee's attendance, conduct, and/or performance improves, it is imperative that the supervisor acknowledge the improvement. The administrative process of deactivation is summarized below:

A. *Oral Reminder*

At the end of the six-month active time period, the immediate supervisor meets with the employee, informs the employee of the inactive status of the Oral Reminder and commends the employee for improved performance. The supervisor notes the inactive status on the Employee's Performance Record.

B. *Written Reminder/DML*

At the end of the 12-month active time period for the written reminder and the 12-month active time period for the DML, the supervisor initiates a letter advising the employee of the inactive status of the step, and commends the employee's improved performance. Copies are distributed to all who were previously copied on the written reminder or DML letters with the exception of the employee Personnel File. The supervisor also notes the inactive status on the Employee's Performance Record.

VII. RECOGNIZING GOOD PERFORMANCE

The supervisor is a very important member of the work group. Since the supervisor's job is to get work done through others, it is essential that energies be concentrated on helping employees be as successful as possible. What a supervisor expects of an employee and the way the employee is treated to a large extent determines that employee's performance. Good performance is a shared responsibility.

The supervisor has an opportunity to foster a working environment that is based on mutual respect and trust, a collaborative team effort that is mutually beneficial to the supervisor, the employee and the organization. Positive Discipline is intended not only to resolve performance problems, but also to focus on improvement in performance and recognize exceptional performance. Reinforcement of this type of behavior will help to ensure its continuation and should be used under the following circumstances:

A. When an employee's attendance, conduct and/or performance improves, it

is imperative that the supervisor acknowledges the improvement in a way that encourages the employee to maintain the improvement. Such changes in behavior that are ignored often disappear.

B. When an employee deserves recognition and commendation for performance above and beyond the call of duty, such as:

- *Taking immediate action in a crisis or emergency.*
- *Developing a cost or work saving idea.*
- *Providing special training or assistance to other employees.*

C. When an employee deserves recognition and commendation for performing competently and diligently over a period of time. Examples would include:

- *Maintaining a good attendance record over a significant period of time.*
- *Maintaining a record of working safely.*
- *Maintaining a spirit of teamwork that is demonstrated through specific actions.*

In a discussion of this nature, the supervisor must refer to the specific improvement or incident with which the supervisor is pleased. The supervisor must be specific and sincere. These positive contacts should be noted on the employee's performance record. If the employee's performance is exceptional or the supervisor is deactivating a step of Positive Discipline, a letter to the employee should be prepared by the supervisor recognizing this exceptional or improved performance. A copy should also be placed in the employee's Personnel File, unless it is a deactivation memo/letter. This type of recognition can be highly successful in establishing and maintaining a motivating, productive work environment.

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Subsequent Letter Agreements Regarding Positive Discipline

LA 88-109-PGE	*Positive Discipline Guidelines do not prohibit grievance settlements that provide for reinstatement of discharged employees without back pay or with less than full back pay if that is what the equities of the situation call for.*
LA 89-24-PGE	*Under Positive Discipline, the time limits for filing a grievance commence on the date of the disciplinary discussion, unless the employee's receipt of the discussion documentation exceeds three working days. If receipt of such documentation exceeds three working days, the time limit for filing a grievance will be extended by an equivalent number of days.*
LA 89-164-PGE	*Moves "Failure to adhere to safe work practices and accident prevention rules" from the Conduct category to the Work Performance category.*

LA 90-178-PGE	***Moves "backing accidents" from Conduct category to Work Performance category.***
Arb 369 (RC 24753)	***Updates Coaching & Counseling language on documentation***
LA 21-53	***Update to PD Guidelines to incorporate requirements of Arb 369***

Exhibit XX
Key Agreements

The following are key Letter Agreements. Letter Agreements are amendments or additions to the Collective Bargaining Agreement that are negotiated by the parties outside of general negotiations. Unlike provisions in the Collective Bargaining Agreement, most of the Letter Agreements have specified cancellation procedures.

This list will be updated on a periodic basic. Before relying on a Letter Agreement, check with your respective PG&E Labor Representative or IBEW Business Representative to ensure it has not been modified or cancelled by the parties.

Exhibit X

The information below will be used to update revisions to Exhibit X.

During General Negotiations, PG&E considered several classifications for wage adjustment, in addition to General Wage Increases (GWI) as proposed by IBEW. The primary reasons for any agreed to wage adjustments included, but was not limited to, internal market conditions (i.e., classification retention, turnover rates, percentage of positions going through the unrestricted appointment process, number of days to fill vacancies, etc.), external market conditions (i.e., ability to recruit and retain, California Investor-Owned Utilities (IOU) pay comparisons, etc.), increased or additional job responsibilities/duties, or changes to a classification and/or Lines of Progression (LOP) (classification consolidation, classification creation, etc.).

1. The Parties agree the wage adjustments listed in the "Wage Adjustments" sheet of this file will be added after the GWIs in 2026 and 2027. Wage Adjustments will be effective in the pay period following the date of ratification. The 2026 GWI will be applied to the 2025 wage rates effective as of 1/1/25. The 2027 GWI will then be applied to the 2026 wage rates effective as of 1/1/2026. Finally, the wage adjustments will be applied to the 2027 wage rates effective in the pay period following the date of ratification.

- ***a.*** If a classification receiving an adjustment has a wage progression or multiple wage steps, the adjustment (percentage increase) listed in Column H will be applied to all steps in the classification's progression.
  - ***i.*** Example 1: Electric Crew Leader (50010191) will receive a 4.68% adjustment as listed in the "Wage Adjustments" sheet of this file. The classification has a progression which includes Start rate ($77.19) and End 1 Year Rate ($79.04). Both rates will be adjusted by receiving a 4.68% increase. In this example, the new rates will be Start rate ($80.80) and End 1 Year Rate ($82.74).
  - ***ii.*** Example 2: Electrician - DCPP (50073082) will receive a 4% adjustment as listed in the "Wage Adjustments" sheet of this file. The classification has a progression which includes Start rate ($65.27), Rate 1 ($68.55), Rate 2 ($69.84), Rate 3 ($71.81) based on the time regularly headquartered at DCPP. All four rates will be adjusted by receiving a 4% increase. In this example, the new rates will be Start rate ($67.88), Rate 1 ($71.29), Rate 2 ($72.63), Rate 3 ($74.68)

2. Where wage adjustments were agreed to, the parties intended to include all "same or higher" classifications in the adjusted LOP except where specifically omitted. For example, the parties agreed to raise Line Worker wages by 4%. The adjustment includes Division Line Worker, GC Line Worker, Troubleshooters, etcetera.

- ***a.*** In some cases, classifications higher in a LOP (i.e. Electric Crew Leader) received a different wage adjustment than the base classification (i.e., Line Worker) with the intention of maintaining currently agreed to wage separation.
- ***b.*** The parties agree to discuss and reconcile errors or omissions.

3. The parties agree that the final revision to Exhibit X will be jointly reviewed and agreed to by PG&E and IBEW prior to publication.

4. The parties agree to mutually work together to agree on any minor discrepancies due to rounding (plus/minus pennies) on an adjusted hourly wage if such issues arise.

5. The parties agree that the note in Exhibit X requiring Working Leaders to be paid 4% above the highest rate supervised will no longer apply to the following General Construction Gas Classifications.

- ***a.*** Working Leader B – GC Gas In-Service (51517784)
- ***b.*** Working Leader B – GC Gas (50251368)
- ***c.*** Working Leader A – GC Gas (50251366)
- ***d.*** Working Leader A – Gas In-Service Welding (51517786)
- ***e.*** Working Leader – GC Gas (51781311)

6. The parties agree to create new titles for the GC Crew Leader A (50010180), Working Leader A – Non-Climbing (50251365) & Working Leader B – Non-Climbing (50251367) classifications that more accurately reflect the LOP for the GC Crew Leader and Working Leader classifications. In addition, the parties will reassign employees into the appropriate classification that corresponds to their LOP. The parties also agree that if the LOP is receiving a wage adjustment, the newly titled GC Crew Leader or Working Leader classification that corresponds to that LOP will receive the same wage adjustment. If the newly retitled classification corresponds to a LOP that is not receiving a wage adjustment, the new classification will maintain its current wage rate and receive the GWI only. This information is identified in the "Notes/Reason for Adjustment" column of the "Wage Adjustments" table.

- ***a.*** Example: Working Leader B – GC Station (50251367) is used in Hydro, Substation, Diablo Canyon Power Plant, Electric GC Line, etcetera. The parties agreed to establish new titles to reflect the LOP of the Working Leader. If an incumbent employee is a Working Leader B – GC Station in Substation, they will be assigned to the newly titled "Substation Electrician Working Leader B – GC" classification and receive a 4% wage adjustment in addition to GWI consistent with their LOP. If an incumbent employee is a Working Leader B – GC Station in the Electric GC Line department, they will be assigned to the newly titled "Electric GC Working Leader B" classification and will retain the current wage rate of the Working Leader B – GC Station classification. They will receive only a GWI.

SAP Job Code	Classification	Current Hourly Rate (2025 Top Step)	Jan 1, 2026 Rate (includes 5% GWI for 2026)	Jan 1, 2027 Rate (includes 5% GWI for 2027)	Post-Ratification Percentage Increase	Post-Ratification New Hourly Rate (Top Step)	Notes/Reason for Adjustment
53002120	Working Leader B-Crane Surveyor	$ 73.20	$ 76.86	$ 80.70	2.95%	$ 83.08	Adjust to re-establish 5% wage separation
52232300	Critical Facilities Lead	$ 71.60	$ 75.18	$ 78.94	0.45%	$ 79.30	Adjust to re-establish 5% wage separation
50010186	Garage Crew Lead	$ 68.32	$ 71.74	$ 75.32	0.31%	$ 75.55	Adjust to re-establish 5% wage separation
50010187	Garage Crew Lead - DCPP	$ 75.14	$ 78.90	$ 82.84	0.35%	$ 83.13	Adjust to re-establish 5% wage separation
50010185	Electric Shop Subforeman	$ 70.00	$ 73.50	$ 77.18	4.00%	$ 80.27	Electrician LOP Adjustment
50010390	Unassigned Shift Control Tech - DCPP	$ 76.04	$ 79.84	$ 83.83	4.00%	$ 87.18	Electrician LOP Adjustment
50010391	Control Technician DCPP	$ 76.04	$ 79.84	$ 83.83	4.00%	$ 87.18	Electrician LOP Adjustment
50010392	Traveling Control Technician - DCPP	$ 76.04	$ 79.84	$ 83.83	4.00%	$ 87.18	Electrician LOP Adjustment
50010394	Shift Control Technician - DCPP	$ 76.04	$ 79.84	$ 83.83	4.00%	$ 87.18	Electrician LOP Adjustment
50072955	Unassigned Traveling Control Tech - DCPP	$ 76.04	$ 79.84	$ 83.83	4.00%	$ 87.18	Electrician LOP Adjustment
50073010	Unassigned Control Technician - DCPP	$ 76.04	$ 79.84	$ 83.83	4.00%	$ 87.18	Electrician LOP Adjustment
50010180	GC Crew Leader A – GC Station**	$ 73.49	$ 77.16	$ 81.02	0.00%	$ 81.02	This classification is getting retitled into two other titles. This classification will remain for all those who will not be getting an increase
New	Hydro Electrician Crew Leader A - GC	$ 73.49	$ 77.16	$ 81.02	4.00%	$ 84.26	New Classification tied to Electrician LOP Adjustment
New	Substation Electrician Crew Leader A - GC	$ 73.49	$ 77.16	$ 81.02	4.00%	$ 84.26	New Classification tied to Electrician LOP Adjustment
50010255	Electrical Machinist	$ 65.27	$ 68.53	$ 71.96	4.00%	$ 74.84	Electrician LOP Adjustment
50010257	Unassigned Electrical Machinist	$ 65.27	$ 68.53	$ 71.96	4.00%	$ 74.84	Electrician LOP Adjustment
53402213	Electrical Machinist - Balch	$ 74.08	$ 77.78	$ 81.67	4.00%	$ 84.94	Electrician LOP Adjustment
50010254	Electrical Machinist - Helms	$ 74.08	$ 77.78	$ 81.67	4.00%	$ 84.94	Electrician LOP Adjustment
53472317	Unassigned Electrical Machinist - Balch	$ 74.08	$ 77.78	$ 81.67	4.00%	$ 84.94	Electrician LOP Adjustment
53475088	Unassigned Electrical Machinist - Helms	$ 74.08	$ 77.78	$ 81.67	4.00%	$ 84.94	Electrician LOP Adjustment
53472531	Unassigned Electrician - Balch	$ 74.08	$ 77.78	$ 81.67	4.00%	$ 84.94	Electrician LOP Adjustment
53475087	Unassigned Electrician - Helms	$ 74.08	$ 77.78	$ 81.67	4.00%	$ 84.94	Electrician LOP Adjustment
53200768	Training & Simulation Specialist, Expert	$ 94.10	$ 98.81	$ 103.75	4.00%	$ 107.90	System Operator LOP Adjustment
53200767	Training & Simulation Specialist, Senior	$ 89.62	$ 94.10	$ 98.81	4.00%	$ 102.76	System Operator LOP Adjustment
50073079	Electrical Maintenance Subforeman - DCPP	$ 76.95	$ 80.80	$ 84.84	4.00%	$ 88.23	Electrician LOP Adjustment
50010194	Elec. Maintenance Crew Leader**	$ 71.99	$ 75.59	$ 79.37	4.00%	$ 82.54	Electrician LOP Adjustment
50010149	Electrician – Electric & Hydro	$ 65.27	$ 68.53	$ 71.96	4.00%	$ 74.84	Electrician LOP Adjustment
50010151	Electrician – Materials	$ 65.27	$ 68.53	$ 71.96	4.00%	$ 74.84	Electrician LOP Adjustment
50010152	Electrician – GC	$ 68.56	$ 71.99	$ 75.59	4.00%	$ 78.61	Electrician LOP Adjustment
50010154	Traveling Electrician - DCPP	$ 71.81	$ 75.40	$ 79.17	4.00%	$ 82.34	Electrician LOP Adjustment
50010156	Electrician – UN – Elec. Maintenance	$ 65.27	$ 68.53	$ 71.96	4.00%	$ 74.84	Electrician LOP Adjustment
50010160	Traveling Electrician – Materials	$ 65.27	$ 68.53	$ 71.96	4.00%	$ 74.84	Electrician LOP Adjustment
50010386	Electrical Control Technician - DCPP	$ 76.04	$ 79.84	$ 83.83	4.00%	$ 87.18	Electrician LOP Adjustment
50070742	Electrician – Switching	$ 68.55	$ 71.98	$ 75.58	4.00%	$ 78.60	Electrician LOP Adjustment
50072952	Unassigned Traveling Electrician - DCPP	$ 71.81	$ 75.40	$ 79.17	4.00%	$ 82.34	Electrician LOP Adjustment
50073005	Electrician – UN – Materials	$ 65.27	$ 68.53	$ 71.96	4.00%	$ 74.84	Electrician LOP Adjustment
50073006	Unassigned Electrician - DCPP	$ 71.81	$ 75.40	$ 79.17	4.00%	$ 82.34	Electrician LOP Adjustment
50073008	Unassigned Electrical Control Technician -DCPP	$ 76.04	$ 79.84	$ 83.83	4.00%	$ 87.18	Electrician LOP Adjustment
50073082	Electrician - DCPP	$ 71.81	$ 75.40	$ 79.17	4.00%	$ 82.34	Electrician LOP Adjustment
50073083	Electrician – GC Service Center	$ 65.27	$ 68.53	$ 71.96	4.00%	$ 74.84	Electrician LOP Adjustment
50073084	Electrician – Helms	$ 74.08	$ 77.78	$ 81.67	4.00%	$ 84.94	Electrician LOP Adjustment
53402214	Electrician – Balch	$ 74.08	$ 77.78	$ 81.67	4.00%	$ 84.94	Electrician LOP Adjustment

50391068	Solar Technician	$ 65.27	$ 68.53	$ 71.96	4.00%	$ 74.84	Electrician LOP Adjustment
50391069	Senior Solar Technician	$ 67.72	$ 71.11	$ 74.66	4.00%	$ 77.65	Electrician LOP Adjustment
52369032	New Business Liaison	$ 68.56	$ 71.99	$ 75.59	4.00%	$ 78.61	Electrician LOP Adjustment
52429608	Electrician-Electric Asset Mgmt-(EAM)	$ 65.27	$ 68.53	$ 71.96	4.00%	$ 74.84	Electrician LOP Adjustment
52429609	UN Electrician-Electric Asset Mgmt (EAM)	$ 65.27	$ 68.53	$ 71.96	4.00%	$ 74.84	Electrician LOP Adjustment
50010195	Elec. Maintenance Crew Leader – Helms*	$ 81.71	$ 85.80	$ 90.09	4.00%	$ 93.69	Electrician LOP Adjustment
53402215	Elec. Maintenance Crew Leader – Balch	$ 81.71	$ 85.80	$ 90.09	4.00%	$ 93.69	Electrician LOP Adjustment
50253773	Technical Crew Leader A – GC**	$ 79.38	$ 83.35	$ 87.52	0.00%	$ 87.52	All IT Positions - Any wage adjustments will be pursuant to the IT JDLOP LA update
50010181	GC Crew Leader B – GC Station**	$ 71.77	$ 75.36	$ 79.13	0.00%	$ 79.13	All Tower Positions - Any wage adjustments will be pursuant to theTower LA update
50251365	Working Leader A – GC Station**	$ 73.49	$ 77.16	$ 81.02	0.00%	$ 81.02	This classification is getting retitled into two other titles. This classification will remain for all those who will not be getting an increase
New	Hydro Working Leader A - GC	$ 73.49	$ 77.16	$ 81.02	4.00%	$ 84.26	New Classification tied to Electrician LOP Adjustment - we flip flopped these two.
New	Electric GC Line Working Leader A	$ 73.49	$ 77.16	$ 81.02	0.00%	$ 81.02	New Classification; wage rate not changing from current (50251365) wage rate - we flip flopped these two. Tower
50251367	Working Leader B – GC Station**	$ 71.77	$ 75.36	$ 79.13	0.00%	$ 79.13	This classification is getting retitled into five other titles. This classification will remain for all those who will not be getting an increase
New	Substation Electrician Working Leader B - GC	$ 71.77	$ 75.36	$ 79.13	4.00%	$ 82.30	New Classification tied to Electrician LOP Adjustment
New	Hydro Working Leader B - GC	$ 71.77	$ 75.36	$ 79.13	0.00%	$ 79.13	New Classification; wage rate not changing from current (50251367) wage rate
New	Electric GC Line Working Leader B	$ 71.77	$ 75.36	$ 79.13	0.00%	$ 79.13	New Classification; wage rate not changing from current (50251367) wage rate
New	Painter Working Leader B - GC - DCPP	$ 71.77	$ 75.36	$ 79.13	0.00%	$ 79.13	New Classification; wage rate not changing from current (50251367) wage rate
New	Hydro Electrician Working Leader B - GC	$ 71.77	$ 75.36	$ 79.13	4.00%	$ 82.30	New Classification tied to Electrician LOP Adjustment
50272160	Traveling Shop Leader	$ 70.00	$ 73.50	$ 77.18	4.00%	$ 80.27	Electrician LOP Adjustment
52309232	Unassigned System Operator*	$ 83.70	$ 87.89	$ 92.28	4.00%	$ 95.97	System Operator LOP Adjustment
52309231	System Operator	$ 83.70	$ 87.89	$ 92.28	4.00%	$ 95.97	System Operator LOP Adjustment
52309233	Lead System Operator	$ 89.62	$ 94.10	$ 98.81	4.00%	$ 102.76	System Operator LOP Adjustment
52466108	System Dispatcher	$ 94.11	$ 98.82	$ 103.76	4.00%	$ 107.91	System Operator LOP Adjustment
52836491	Transmission Outage Coordinator	$ 16,312	$ 17,128	$ 17,983.98	4.00%	$ 18,703.34	(Salaried); System Operator LOP Adjustment
50010184	Night Cable Crew Leader	$ 74.33	$ 78.05	$ 81.95	4.00%	$ 85.23	Line LOP Adjustment
50010375	Cable Splicer	$ 67.58	$ 70.96	$ 74.51	4.00%	$ 77.49	Line LOP Adjustment
50010377	Cable Splicer - GC	$ 70.94	$ 74.49	$ 78.21	4.00%	$ 81.34	Line LOP Adjustment
50010378	Night Cable Splicer	$ 70.00	$ 73.50	$ 77.18	4.00%	$ 80.27	Line LOP Adjustment
50010380	Cable Splicer UN	$ 67.58	$ 70.96	$ 74.51	4.00%	$ 77.49	Line LOP Adjustment
52854407	Cable Splicer – SF/PN/DA/SJ	$ 84.48	$ 88.70	$ 93.14	4.00%	$ 96.87	Line LOP Adjustment
52854408	Unassigned Cable Splicer – SF/PN/DA/SJ	$ 84.48	$ 88.70	$ 93.14	4.00%	$ 96.87	Line LOP Adjustment
52854423	Night Cable Splicer – SF/PN/DA/SJ	$ 87.50	$ 91.88	$ 96.47	4.00%	$ 100.33	Line LOP Adjustment
52854506	Cable Splicer – GC – SF/PN/DA/SJ	$ 88.69	$ 93.12	$ 97.78	4.00%	$ 101.69	Line LOP Adjustment
50010091	Underground Troubleshooter - S.F. Division	$ 72.23	$ 75.84	$ 79.63	4.00%	$ 82.82	Line LOP Adjustment
50010381	Transmission Underground Troubleshooter	$ 70.02	$ 73.52	$ 77.20	4.00%	$ 80.29	Line LOP Adjustment
50010431	Transmission Troubleshooter	$ 78.98	$ 82.93	$ 87.08	4.00%	$ 90.56	Line LOP Adjustment
50010432	Troubleshooter (PIO)	$ 75.22	$ 78.98	$ 82.93	4.00%	$ 86.25	Line LOP Adjustment ; 4% for non flying; 10% for flying
New	Troubleshooter (Flying)	$ 75.22	$ 78.98	$ 82.93	10.00%	$ 91.22	Line LOP Adjustment ; 4% for non flying; 10% for flying
52854415	Troubleshooter – SF/PN/DA/SJ (PIO)	$ 94.03	$ 98.73	$ 103.67	4.00%	$ 107.82	Line LOP Adjustment ; 4% for non flying; 10% for flying
New	Troubleshooter – SF/PN/DA/SJ (Flying)	$ 94.03	$ 98.73	$ 103.67	10.00%	$ 114.04	Line LOP Adjustment ; 4% for non flying; 10% for flying
52854420	Transmission Troubleshooter– SF/PN/DA/SJ	$ 98.74	$ 103.68	$ 108.86	4.00%	$ 113.21	Line LOP Adjustment
52854422	Underground Troubleshooter – SF/PN/DA/SJ	$ 90.28	$ 94.79	$ 99.53	4.00%	$ 103.51	Line LOP Adjustment
53093316	Transmission UG Troubleshooter-SF/PN/DA/SJ	$ 87.52	$ 91.90	$ 96.49	4.00%	$ 100.35	Line LOP Adjustment
52854425	Night Cable Crew Leader – SF/PN/DA/SJ	$ 92.91	$ 97.56	$ 102.43	4.00%	$ 106.53	Line LOP Adjustment

50010191	Electric Crew Leader	$ 79.04	$ 82.99	$ 87.14	4.68%	$ 91.22	Line LOP Adjustment
52854424	Cable Crew Leader - SF/PN/DA/SJ	$ 90.28	$ 94.79	$ 99.53	4.00%	$ 103.51	Line LOP Adjustment
50010199	Cable Crew Leader	$ 72.23	$ 75.84	$ 79.63	4.00%	$ 82.82	Line LOP Adjustment
52854417	Electric Crew Leader – SF/PN/DA/SJ	$ 98.81	$ 103.75	$ 108.94	4.68%	$ 114.03	Line LOP Adjustment
50010179	GC Crew Lead A Overhead (GC Line)	$ 83.04	$ 87.19	$ 91.55	4.62%	$ 95.78	Line LOP Adjustment
51784961	Electric Crew Leader, Service	$ 86.96	$ 91.31	$ 95.87	4.66%	$ 100.34	Line LOP Adjustment
50010193	Electric Crew Leader Trans.	$ 83.04	$ 87.19	$ 91.55	4.62%	$ 95.78	Line LOP Adjustment
52854421	Electric Crew Leader- Transmission–SF/PN/DA/SJ	$ 103.81	$ 109.00	$ 114.45	4.62%	$ 119.73	Line LOP Adjustment
52854504	GC Crew Leader A – Overhead–SF/PN/DA/SJ	$ 103.81	$ 109.00	$ 114.45	4.62%	$ 119.73	Line LOP Adjustment
50010227	Inspector, Compliance	$ 73.78	$ 77.47	$ 81.34	4.00%	$ 84.59	Line LOP Adjustment
50010228	Inspector, Compliance UG	$ 67.58	$ 70.96	$ 74.51	4.00%	$ 77.49	Line LOP Adjustment
50010241	Line Worker - Transmission	$ 77.47	$ 81.34	$ 85.41	4.00%	$ 88.83	Line LOP Adjustment
50010244	Line Worker	$ 73.78	$ 77.47	$ 81.34	4.00%	$ 84.59	Line LOP Adjustment
50010246	Line Worker - UN	$ 73.78	$ 77.47	$ 81.34	4.00%	$ 84.59	Line LOP Adjustment
50010247	Line Worker - GC	$ 77.47	$ 81.34	$ 85.41	4.00%	$ 88.83	Line LOP Adjustment
50072972	Line Worker UN – Trans.	$ 77.47	$ 81.34	$ 85.41	4.00%	$ 88.83	Line LOP Adjustment
51574842	Distribution Line Technician	$ 79.04	$ 82.99	$ 87.14	4.00%	$ 90.63	Line LOP Adjustment
51784667	Line Worker, Service	$ 81.17	$ 85.23	$ 89.49	4.00%	$ 93.07	Line LOP Adjustment
52748619	Lead Contractor Inspector - GC	$ 87.19	$ 91.55	$ 96.13	4.62%	$ 100.57	Line LOP Adjustment
52854405	Line Worker - SF/PN/DA/SJ	$ 92.22	$ 96.83	$ 101.67	4.00%	$ 105.74	Line LOP Adjustment
52854411	Compliance Inspector - SF/PN/DA/SJ	$ 92.22	$ 96.83	$ 101.67	4.00%	$ 105.74	Line LOP Adjustment
52854412	Compliance Inspector UG - SF/PN/DA/SJ	$ 84.48	$ 88.70	$ 93.14	4.00%	$ 96.87	Line LOP Adjustment
52854414	Distribution Line Technician–SF/PN/DA/SJ	$ 98.81	$ 103.75	$ 108.94	4.00%	$ 113.30	Line LOP Adjustment
52854416	Unassigned Line Worker – SF/PN/DA/SJ	$ 92.22	$ 96.83	$ 101.67	4.00%	$ 105.74	Line LOP Adjustment
52854419	Line Worker - Transmission – SF/PN/DA/SJ	$ 96.83	$ 101.67	$ 106.76	4.00%	$ 111.03	Line LOP Adjustment
52854501	Lead Contractor Inspector-GC-SF/PN/DA/SJ	$ 87.19	$ 91.55	$ 96.13	4.62%	$ 100.57	Line LOP Adjustment
52854503	Line Worker – GC – SF/PN/DA/SJ	$ 96.83	$ 101.67	$ 106.76	4.00%	$ 111.03	Line LOP Adjustment
52854507	GC Crew Leader A - UG - SF/PN/DA/SJ	$ 103.34	$ 108.51	$ 113.93	4.00%	$ 118.49	Line LOP Adjustment
50010178	GC Crew Lead A - Underground	$ 82.67	$ 86.80	$ 91.14	4.00%	$ 94.79	Line LOP Adjustment
52435198	Senior Vegetation Management Inspector	$ 51.86	$ 54.45	$ 57.18	4.00%	$ 59.47	Vegetation LOP Adjustment
52712468	Vegetation Management Inspector	$ 43.26	$ 45.42	$ 47.69	4.00%	$ 49.60	Vegetation LOP Adjustment
53095036	Vegetation Operations Inspector	$ 55.49	$ 58.26	$ 61.18	4.00%	$ 63.63	Vegetation LOP Adjustment
51654548	Senior Gas Compliance Representative	$ 60.94	$ 63.99	$ 67.19	8.00%	$ 72.57	Subcommittee Reccomendation (Gas T200 T&D LOP) TA
50010161	Fieldperson	$ 55.29	$ 58.05	$ 60.96	2.00%	$ 62.18	Subcommittee Reccomendation (Gas T200 T&D LOP) TA
51781783	Working Leader-Division Gas T&D	$ 77.47	$ 81.34	$ 85.41	3.00%	$ 87.97	Subcommittee Reccomendation (Gas T200 T&D LOP) TA
50010169	Fitter-Arc	$ 66.72	$ 70.06	$ 73.56	2.00%	$ 75.03	Subcommittee Reccomendation (Gas T200 T&D LOP) TA
50010167	Fitter (PIO)	$ 65.27	$ 68.53	$ 71.96	N/A	N/A	Migrating to Fitter Arc
51654528	Fitter-Arc UN	$ 66.72	$ 70.06	$ 73.56	2.00%	$ 75.03	Subcommittee Reccomendation (Gas T200 T&D LOP) TA
50010170	Fitter - UN (PIO)	$ 65.27	$ 68.53	$ 71.96	N/A	N/A	Migrating to Fitter Arc - UN
51654530	Gas Crew Leader-Arc	$ 71.55	$ 75.13	$ 78.88	10.00%	$ 86.77	Subcommittee Reccomendation (Gas T200 T&D LOP) TA
50010235	Underground Construction Journey Worker (Gas) [2]	$ 68.42	$ 71.84	$ 75.43	N/A	N/A	Eliminate - Non Occupied Classification
50010283	Gas Mechanic	$ 70.00	$ 73.50	$ 77.18	N/A	N/A	Migrating to Gas Crew Leader Arc or PIO as Gas Mechanic
50010189	Underground Construction Crew Leader (Gas) [2]	$ 73.33	$ 77.00	$ 80.85	N/A	N/A	Eliminate - Non Occupied Classification
51654537	Gas T&D Equipment Operator	$ 60.18	$ 63.19	$ 66.35	5.00%	$ 69.67	Subcommittee Reccomendation (Gas T200 T&D LOP) TA
51654540	Senior Gas T&D Equipment Operator	$ 63.19	$ 66.35	$ 69.67	N/A	N/A	Migrating to Gas T&D Equipment Operator (Eliminate)
50010174	Gas Crew Leader (non-welding)	$ 70.00	$ 73.50	$ 77.18	2.00%	$ 78.72	Subcommittee Reccomendation (Gas T200 T&D LOP) TA
50010175	Gas Crew Leader (Construction)	$ 68.32	$ 71.74	$ 75.32	2.00%	$ 76.83	Subcommittee Reccomendation (Gas T200 T&D LOP) TA

50010435	Welder (GC - Gas)	$ 69.88	$ 73.37	$ 77.04	3.01%	$ 79.36	(Welding LOP) - Union 3/25
50497923	Welder-GC Gas (In-Service Welding)	$ 71.97	$ 75.57	$ 79.35	3.00%	$ 81.73	(Welding LOP) - (will be eliminated)
New	Welder GC Gas (Inservice Welding SMAW)	$ 71.97	$ 75.57	$ 79.35	3.00%	$ 81.73	(Welding LOP) - Union 3/25
New	Welder GC Gas (Inservice Welding SMAW with GMAW)	$ 71.97	$ 75.57	$ 79.35	6.09%	$ 84.18	(Welding LOP) - Union 3/25
New	Welder GC Gas (Inservice Welding SMAW and GMAW)	$ 71.97	$ 75.57	$ 79.35	9.27%	$ 86.70	(Welding LOP) - Union 3/25
51517784	Working Leader B GC Gas In Service	$ 75.37	$ 79.14	$ 83.10	4.34%	$ 86.71	(Welding LOP) - Union 3/31 - Notation in Exhibit X requiring 4% above will no longer apply to this classification
50251368	Working Leader B (GC-Gas) [1] [2]	$ 73.20	$ 76.86	$ 80.70	4.00%	$ 83.93	(Welding LOP) - Union 3/31 - Notation in Exhibit X requiring 4% above will no longer apply to this classification
51517786	Working Leader A GC Gas In Service	$ 77.17	$ 81.03	$ 85.08	7.10%	$ 91.12	(Welding LOP) - Union 3/25 Notation in Exhibit X requiring 4% above will no longer apply to this classification
50251366	Working Leader A (GC-Gas) [1] [2]	$ 74.92	$ 78.67	$ 82.60	4.00%	$ 85.90	(Welding LOP) - Union 3/31 - Notation in Exhibit X requiring 4% above will no longer apply to this classification
51781311	Working Leader Gas – GC	$ 81.35	$ 85.42	$ 89.69	2.99%	$ 92.37	(Welding LOP) - Union 3/25 Notation in Exhibit X requiring 4% above will no longer apply to this classification
50258203	Tapping Technician [1][2]	$ 74.92	$ 78.67	$ 82.60	0.00%	$ 82.60	(Welding LOP) - Union 3/25
51879770	Lead Tapping Technician	$ 78.67	$ 82.60	$ 86.73	0.00%	$ 86.73	(Welding LOP) - Union 3/25
50010298	Mechanic - Welder	$ 65.27	$ 68.53	$ 71.96	2.00%	$ 73.40	(Welding LOP) - Company Reccomendation
51527201	Transmission Mechanic - TPCO [1]***	$ 68.55	$ 71.98	$ 75.58	3.00%	$ 77.85	(Welding LOP) - Company Reccomendation
51530457	Lead Mechanic - Welder - TPCO***	$ 71.97	$ 75.57	$ 79.35	3.00%	$ 81.73	(Welding LOP) - Company Reccomendation
51790919	Lead Mechanic-Welder TPCO - In-Service[1]***	$ 74.13	$ 77.84	$ 81.73	3.00%	$ 84.18	(Welding LOP) - Company Reccomendation
52111405	Lead Pipeline Inspector-CWI	$ 74.86	$ 78.60	$ 82.53	4.00%	$ 85.83	Aligning with inspectors in Electric
51665127	Pipeline Inspector CWI	$ 71.29	$ 74.85	$ 78.60	4.00%	$ 81.74	Aligning with inspectors in Electric
52111406	Lead Inspector	$ 71.98	$ 75.58	$ 79.36	4.00%	$ 82.53	Aligning with inspectors in Electric
51665126	Construction Inspector	$ 68.55	$ 71.98	$ 75.58	4.00%	$ 78.60	Aligning with inspectors in Electric
50010293	Service Mechanic	$ 66.05	$ 69.35	$ 72.82	N/A	N/A	Subcommittee Reccomendation (Gas Service LOP) TA - PIO; Following ratification, parties agree to jointly develop a plan for transition of incumbent employees
New	Apprentice Meter and Regulation Technician	$ 69.14	$ 72.60	$ 76.23	N/A	N/A	Subcommittee Reccomendation (Gas Service LOP) TA
New	Meter and Regulation Technician	$ 69.14	$ 72.60	$ 76.23	N/A	N/A	Subcommittee Reccomendation (Gas Service LOP) TA
New	Unassigned Meter and Regulation Technician	$ 69.14	$ 72.60	$ 76.23	N/A	N/A	Subcommittee Reccomendation (Gas Service LOP) TA
New	Horizontal Directional Drilling Operator	$ 68.65	$ 72.08	$ 75.69	N/A	N/A	Subcommittee Reccomendation (Drilling LOP) TA
New	Horizontal Directional Drilling Crew Leader	$ 73.20	$ 76.86	$ 80.70	4%	$ 83.93	Subcommittee Reccomendation (Drilling LOP) TA - Should align to Working Leader B GC Gas - $73.20
New	Horizontal Directional Drilling Working Leader	$ 83.78	$ 87.97	$ 92.37	N/A	N/A	Subcommittee Reccomendation (Drilling LOP) TA - Should align to Working Leader GC Gas - $83.78
50010362	Water Systems Repairperson	$ 63.81	$ 67.00	$ 70.35	2.29%	$ 71.96	Subcommittee Reccomendation (Water System Repairperson LOP) TA
50010361	Unassigned Water Systems Repairperson	$ 63.81	$ 67.00	$ 70.35	2.29%	$ 71.96	Subcommittee Reccomendation (Water System Repairperson LOP) TA
53402225	Water Systems Repairperson – Balch	$ 72.42	$ 76.04	$ 79.84	2.29%	$ 81.67	Subcommittee Reccomendation (Water System Repairperson LOP) TA
53472535	Unassigned Water Systems Repairperson – Balch	$ 72.42	$ 76.04	$ 79.84	2.29%	$ 81.67	Subcommittee Reccomendation (Water System Repairperson LOP) TA
50070804	Water Systems Repairperson – Helms	$ 72.42	$ 76.04	$ 79.84	2.29%	$ 81.67	Subcommittee Reccomendation (Water System Repairperson LOP) TA
50072890	Unassigned Water Systems Repairperson -Helms	$ 68.58	$ 72.01	$ 75.61	8.02%	$ 81.67	Subcommittee Reccomendation (Water System Repairperson LOP) TA
50010200	Water Systems Crew Lead	$ 68.70	$ 72.14	$ 75.74	2.29%	$ 77.47	Subcommittee Reccomendation (Water System Repairperson LOP) TA
53402326	Water Systems Crew Lead – Balch	$ 77.98	$ 81.88	$ 85.97	2.28%	$ 87.93	Subcommittee Reccomendation (Water System Repairperson LOP) TA
53581981	Water Systems Crew Lead – Helms	$ 77.98	$ 81.88	$ 85.97	2.28%	$ 87.93	Subcommittee Reccomendation (Water System Repairperson LOP) TA
51560455	Water Systems Repairperson – GC	$ 66.99	$ 70.34	$ 73.86	2.34%	$ 75.59	Subcommittee Reccomendation (Water System Repairperson LOP) TA
New	Water Systems Crew Lead - GC	$ 71.77	$ 75.36	$ 79.13	0.00%	$ 79.13	Subcommittee Reccomendation (Water System Repairperson LOP) TA - Working Leader B Non-Climbing

53588333	Transmission Live Line Work Specialist	$ 95.49	$ 100.26	$ 105.28	4.00%	$ 109.49	Line LOP Adjustment

ATTACHMENT B

ACTIVE MEDICAL, DENTAL, VISION, LIFE INSURANCE AGREEMENT AND RETIREE MEDICAL

ACTIVE HEALTH AND LIFE INSURANCE – Beginning on January 1, 2028

The Company and Union agree to modify the current medical plan in the following ways:

1. Effective January 1, 2028, introduce a High-Deductible Health Plan (HDHP)[1] with Health Saving Account (HSA) option with both Anthem and Kaiser. The HDHP option will have a 7.5% medical plan premium for full-time and part-time employees.

    a. Provide company funded annual contributions to a HSA for all enrolled members who meet HSA eligibility requirements.
        i. $800 HSA contribution for single coverage
        ii. $1,600 HSA contribution for family coverage
        iii. Members will also be eligible to make their own contributions to their HSA account
        iv. Members may use HSA funds for any IRS eligible expenses.

    b. Implement a Limited Purpose Health Reimbursement Arrangement (LPHRA) for those enrolled in the HDHP
        i. Provide company funded $500 annual contributions to LPHRA for all HDHP enrolled employees.
        ii. Under IRS regulations, the LPHRA is limited to dental and vision expenses until the deductible is met. After the deductible is met, it may be used for all eligible medical expenses.
        iii. Any accrued balances in an existing company funded Health Reimbursement Account (HRA) will be transferred to LPHRA.

    c. Annual medical plan deductible for in-network services is $1,700 (single) or $3,400 (family).

    d. Annual medical plan deductible for out-of-network services is $3,400 (single) or $6,800 (family).

    e. Annual medical plan out-of-pocket maximum for in-network is $3,400 (single) or $6,800 (family).

    f. Annual medical plan out-of-pocket maximum for out-of-network is $6,800 (single) or $13,600 (family).

    g. Once the deductible has been met, coinsurance will be 20% for in-network services and 40% for out-of-network.

    h. Once the deductible has been met, coinsurance for prescriptions will be 20%.

[1] Deductibles and OOP Maximums are subject to change yearly in accordance with IRS regulations in order to satisfy the requirements for a Health Savings Account option (HSA).

2. Effective January 1, 2028, redesign the current Health Account Plan (HAP) option with both Anthem and Kaiser. The HAP plan option will have a 10% medical plan premium for full time and part time employees.

    a. Provide company funded annual contributions to Health Reimbursement Account (HRA) for all enrolled employees.
        i. $1,000 HRA contribution for single coverage
        ii. $2,000 HRA contribution for family coverage
        iii. All funds in an HRA will remain available upon retirement (age 55 with 10 years of service) unless the participant opts out of coverage.
        iv. In the event of an employee's death, HRA account balances will remain available to the covered surviving spouse, provided they continue PG&E sponsored coverage.
        v. Members may use HRA funds for any IRS eligible expenses.

    b. Annual medical plan deductible for in-network services will remain at $1,000 (single) or $2,000 (family).

    c. Annual medical plan deductible for out-of-network services will be $2,000 (single) or $4,000 (family).

    d. Annual medical plan out-of-pocket maximum for in-network will remain at $2,400 (single) or $4,800 (family).

    e. Annual medical plan out-of-pocket maximum for out-of-network will be $4,800 (single) or $9,600 (family).

    f. Once the deductible has been met, coinsurance will be 20% for in-network services and 40% for out-of-network services.

    g. Laboratory testing performed at a Quest Diagnostics facility will be provided free of charge (Anthem HAP only).

    h. Remove free OON preventive care coverage. It is only covered in full if performed In-Network. Standard OON cost shares will apply for OON preventive care (Anthem plans).

3. Part-time and regular status employees will pay the same cost share as full-time employees.

4. Infertility lifetime maximum will be increased from $7,000 to $25,000.

5. Adoption expense reimbursement will be increased from $2,000 to $25,000/per adoption.

6. Allow members to cover non-represented PG&E employees and vice versa.

7. Change the standard list of preventive care services from PG&E custom list to the United States Preventative Services Task Force list (current list in Attachment B3 below).

8. Change from PG&E custom free drug list to Kaiser and Evernorth (formerly Express Scripts) Standard preventive free drug coverage lists as applicable.

9. Effective January 1, 2028, enhance dental benefits as follows:

    a. Redesign current dental plan to offer free preventative coverage.
    b. Add “buy up” enhanced plan option (see Attachment B4 below).
    c. Explore adding another vendor to expanded network choice.

10. Effective January 1, 2028, enhance vision benefits as follows:

    a. Add “buy up” enhanced option and/or explore adding another vendor alongside the existing plan.

11. Hearing Aid benefits provided in LA-13-68 shall continue to be available to active employees so long as they are enrolled in the Active health plan.

12. Explore a different vendor for mental health and substance disorder benefits and Employee Assistance Plan (EAP).

13. Effective January 1, 2028, raise company paid life insurance and company paid accidental death and dismemberment (AD&D) from $10,000 to $50,000 each.

Attachment B1

Health Plan Designs

Key features	HDHP Administered by Anthem or Kaiser Permanente	HAP Administered by Anthem or Kaiser Permanente
Contribution Rate	7.5%	10%
Health Accounts	Company funded annual contributions to a Health Savings Account (HSA) for all enrolled members who meet HSA eligibility requirements. $800 HSA contribution for single coverage $1,600 HSA contribution for family coverage Members will be eligible to make their own contributions to their HSA account Company funded $500 annual contributions to Limited Purpose Health Reimbursement Account	Company funded annual contributions to Health Reimbursement Account (HRA) for all enrolled coworkers $1,000 HRA contribution for single only coverage $2,000 HRA contribution family coverage All funds in HRA will remain available until retirement In the event of an employee's or retiree's death, HRA account balances will remain available to the covered surviving spouse, provided they continue PG&E sponsored coverage.
Annual deductible	**In-network care:** $1,700 if you have single coverage $3,400 if you have family coverage **Out-of-network care:** $3,400 if you have single coverage $6,800 if you have family coverage	**In-network care:** $1,000 if you have single coverage $2,000 if you have family coverage **Out-of-network care:** $2,000 if you have single coverage $4,000 if you have family coverage
Coinsurance After you meet the annual deductible	**In-network care:** Plan pays 80% of allowable expenses. You're responsible for 20% of allowable expenses. **Out-of-network care:** Plan pays 60% of allowable expenses. You're responsible for 40% of allowable expenses.	**In-network care:** Plan pays 80% of allowable expenses. You're responsible for 20% of allowable expenses. **Out-of-network care:** Plan pays 60% of allowable expenses. You're responsible for 40% of allowable expenses.
Annual out-of-pocket maximum Includes amounts you pay toward the annual deductible	**In-network care:** $3,400 if you have single coverage $6,800 if you have family coverage **Out-of-network care:** $6,800 if you have single coverage $13,600 if you have family coverage	**In-network care:** $2,400 if you have single coverage $4,800 if you have family coverage **Out-of-network care:** $4,800 if you have single coverage $9,600 if you have family coverage

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Attachment B1

Key features	HDHP Administered by Anthem or Kaiser Permanente	HAP Administered by Anthem or Kaiser Permanente
Primary care Includes routine physical exams	**Doctor visits *** • Deductible required • **In-network care:** You're responsible for 20% of covered charges • **Out-of-network care:** You're responsible for 40% of covered charges	**Doctor visits** • No deductible • Four free in-network care visits a year per enrolled person; you're responsible for 10% of covered charges for additional visits
Specialty care	• Deductible required • **In-network care:** You're responsible for 20% of covered charges • **Out-of-network care:** You're responsible for 40% of covered charges	• Deductible required • **In-network care:** You're responsible for 20% of covered charges • **Out-of-network care:** You're responsible for 40% of covered charges
Preventive services and immunizations	• No deductible • Free if listed on US Prevention Services Task Force Standard list	• No deductible • Free if listed on US Prevention Services Task Force Standard list
Maternity care	**Office visits**** • Deductible required • **In-network care:** You're responsible for 20% of covered charges • **Out-of-network care:** You're responsible for 40% of covered charges • No deductible • Free **Screenings and tests (e.g., sonograms)** • Deductible required • **In-network care:** You're responsible for 20% of covered charges • **Out-of-network care:** You're responsible for 40% of covered charges **Diagnostics, X-rays and labwork are covered separately.** **Hospital-based delivery** • Deductible required • **In-network care:** You're responsible for 20% of covered charges • **Out-of-network care:** You're responsible for 40% of covered charges **NOTE:** Preauthorization required for delivery and all inpatient services; no penalty for failure to preauthorize inpatient delivery claims. Authorization required for delivery stays beyond 48 hours for vaginal delivery (96 hours for Cesarean section).	**Office visits** • **No deductible** • **Free** **Screenings and tests (e.g., sonograms)** • **Deductible required** • **In-network care:** You're responsible for 20% of covered charges • **Out-of-network care:** You're responsible for 40% of covered charges **Diagnostics, X-rays and labwork are covered separately.** **Hospital-based delivery** • Deductible required • **In-network care:** You're responsible for 20% of covered charges • **Out-of-network care:** You're responsible for 40% of covered charges **Anthem members:** • Preauthorization required for delivery and all inpatient services; no penalty for failure to preauthorize inpatient delivery claims. • Authorization required for delivery stays beyond 48 hours for vaginal delivery (96 hours for Cesarean section).

- * HDHP Primary Care Note: All Primary care Doctor visits that meet the criteria for Free Preventative Services (see Attachment B3) will have no deductible. For all other services, the cost will be applied toward the Deductible.
- ** HDHP Maternity Care Note: All Maternity care Doctor visits that meet the criteria for Free Preventative Services (see Attachment B3) will have no deductible. For all other services, the cost will be applied toward the Deductible.

Attachment B1

Key features	HDHP Administered by Anthem or Kaiser Permanente	HAP Administered by Anthem or Kaiser Permanente
Well-baby care	• No deductible • Free to age two	• No deductible • Free to age two
Infertility services	• Deductible required • **In-network care:** You're responsible for 20% of covered charges • **Out-of-network care:** You're responsible for 40% of covered charges • $25,000 lifetime benefit maximum; includes balances from prior plans	• Deductible required • **In-network care:** You're responsible for 20% of covered charges • **Out-of-network care:** You're responsible for 40% of covered charges • $25,000 lifetime benefit maximum; includes balances from prior plans
Urgent care	• Deductible required • **In-network care:** You're responsible for 20% of covered charges • **Out-of-network care:** You're responsible for 40% of covered charges	Covered as **primary care**—no deductible; you're responsible for 10% of covered charges after the first four free primary care visits in-network or 10% of charges if out of network
Lab tests and X-rays	**Routine preventive screenings listed on US Prevention Services Task Force Standard list** • No deductible • Free **All other procedures, including diagnostic tests and most lab tests** • Deductible required • **In-network care:** You're responsible for 20% of covered charges • **Out-of-network care:** You're responsible for 40% of covered charges **NOTE:** • Anthem requires preauthorization for certain X-rays (call Anthem Member Services at the number on your ID card to find out if a procedure needs to be preauthorized) • Preauthorization is required for advanced imaging procedures; no coverage if not obtained. Check with your health care provider.	**Routine preventive screenings listed on US Prevention Services Task Force Standard list** • No deductible • Free **Laboratory testing performed at a Quest Diagnostics facility will be provided free of charge. All other procedures, including diagnostic tests and most lab tests** • Deductible required • You're responsible for 20% of covered charges • **In-network care:** You're responsible for 20% of covered charges • **Out-of-network care:** You're responsible for 40% of covered charges • Anthem requires preauthorization for certain X-rays (call Anthem Member Services at the number on your ID card to find out if a procedure needs to be preauthorized) • Preauthorization is required for advanced imaging procedures; no coverage if not obtained. Check with your health care provider.

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Attachment B1

Key features	HDHP Administered by Anthem or Kaiser Permanente	HAP Administered by Anthem or Kaiser Permanente
Prescription drugs	**Select drugs are free on Anthem or Kasier standard list, no deductible** **Generic and brand drugs** (preferred and non-preferred) • Deductible required • **Retail:** In-network and out-of-network; you're responsible for 20% of covered charges • **Mail order:** In-network only; you're responsible for 20% of covered charges **NOTE:** • Some preventive prescriptions may be free. Contact Express Scripts for details: **1-800-718-6590**. • Drugs on the Mandatory Mail-Order drug list are covered only at mail order after the first three fills at retail. • 100% penalty may apply for using retail after three fills. • Certain specialty drugs can be obtained through mail order only.	**Select drugs are free on Anthem or Kaiser standard list, no deductible** **Generic and brand drugs** (preferred and non-preferred) • Deductible required (combined with medical deductible) • **Retail:** In-network and out-of-network; you're responsible for 15% of covered charges for generic; 25% for brand (**Anthem members:** Generic Incentive Provision and Step Therapy Provision apply) • **Mail order:** In-network only; you're responsible for 10% of covered charges for generic; 20% for brand **Anthem members:** • Some preventive prescriptions may be free. Contact Express Scripts for details: **1-800-718-6590**. • Drugs on the Mandatory Mail-Order drug list are covered only at mail order after the first three fills at retail. • 100% penalty may apply for using retail after three fills. • Certain specialty drugs can be obtained through mail order only. **Kaiser Permanente members:** No mandatory mail order; you can use a Kaiser Permanente pharmacy or Kaiser Permanente mail order for maintenance drugs.
Chiropractic and Acupuncture	• Deductible required • **In-network care:** You're responsible for 20% of covered charges • **Out-of-network care:** You're responsible for 40% of covered charges **NOTE:** Preauthorization required after five visits per year	• Deductible required • **In-network care:** You're responsible for 10% of covered charges for first five visits per year; 20% for additional visits • **Out-of-network care:** You're responsible for 40% of covered charges **Anthem members:** Preauthorization required after five visits per year **Kaiser Permanente members:** You can self-refer to American Specialty Health (ASH) provider

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Attachment B1

Key features	HDHP Administered by Anthem or Kaiser Permanente	HAP Administered by Anthem or Kaiser Permanente
Mental health and substance use disorder care	Deductible required HDHP provides benefits for: • Outpatient mental health • Inpatient mental health • Outpatient substance use disorder care • Inpatient substance use disorder care	No deductible for outpatient care Deductible required for inpatient care HAP provides benefits for: • Outpatient mental health • Inpatient mental health • Outpatient substance use disorder care • Inpatient substance use disorder care
Applied Behavioral Analysis (ABA) (autism treatment)	• Deductible required • **In-network care:** You're responsible for 20% of covered charges • **Out-of-network care:** You're responsible for 40% of covered charges **Preauthorization required with Carelon Behavioral Health**	• No deductible • Free • No limits through Carelon Behavioral Health **Anthem members:** Carelon Behavioral Health provides this coverage **Kaiser Permanente members:** You may use Carelon Behavioral Health or Kaiser Permanente **Preauthorization required with Carelon Behavioral Health**
Health Care Flexible Spending Account (FSA) You must elect it to participate in it	**If you have an HSA, the Health Care FSA is a Limited-Purpose FSA.** **Before you meet the HDHP deductible, the Limited-Purpose FSA can be used only for:** • Dental • Vision • Dental and vision over-the-counter expenses **After you meet the HDHP deductible, the FSA can be used for all of the above plus:** • Medical • Prescription drug • Mental health and substance use disorder • Eligible over-the-counter health expenses	**Health Care FSA for:** • Medical • Prescription drug • Mental health and substance use disorder • Dental • Vision • Eligible over-the-counter health expenses

Attachment B2

Free Preventive Drug Coverage – Effective 1/1/28

Evernorth (Formerly Express Scripts)

https://www.express-scripts.com/art/open_enrollment/StdPreventMedList.pdf

Kaiser

https://healthy.kaiserpermanente.org/content/dam/kporg/final/documents/formularies/ca/deductible-epo-self-funded-plans-formulary-ca-en.pdf?kp_shortcut_referrer=kp.org/formulary

Attachment B3

Free Preventive Services Effective 1/1/28

A & B Recommendations

A listing of all the Recommendations with a grade of either A or B.

A and B grade recommendations are services that the Task Force most highly recommends implementing for preventive care and that are also relevant for implementing the Affordable Care Act. These preventive services have a high or moderate net benefit for patients.

Topic	Description	Grade	Release Date of Current Recommendation
Abdominal Aortic Aneurysm: Screening: men aged 65 to 75 years who have ever smoked	The USPSTF recommends 1-time screening for abdominal aortic aneurysm (AAA) with ultrasonography in men aged 65 to 75 years who have ever smoked.	B	December 2019 *
Anxiety Disorders in Adults: Screening: adults 64 years or younger, including pregnant and postpartum persons	The USPSTF recommends screening for anxiety disorders in adults, including pregnant and postpartum persons.	B	June 2023
Anxiety in Children and Adolescents: Screening: children and adolescents aged 8 to 18 years	The USPSTF recommends screening for anxiety in children and adolescents aged 8 to 18 years.	B	October 2022
Aspirin Use to Prevent Preeclampsia and Related Morbidity and Mortality: Preventive Medication: pregnant persons at high risk for preeclampsia	The USPSTF recommends the use of low-dose aspirin (81 mg/day) as preventive medication after 12 weeks of gestation in persons who are at high risk for preeclampsia. See the Practice Considerations section for information on high risk and aspirin dose.	B	September 2021 *
Asymptomatic Bacteriuria in Adults: Screening: pregnant persons	The USPSTF recommends screening for asymptomatic bacteriuria using urine culture in pregnant persons.	B	September 2019 *
BRCA-Related Cancer: Risk Assessment, Genetic Counseling, and Genetic Testing: women with a personal or family history of breast, ovarian, tubal, or peritoneal cancer or an ancestry associated with brca1/2 gene mutation	The USPSTF recommends that primary care clinicians assess women with a personal or family history of breast, ovarian, tubal, or peritoneal cancer or who have an ancestry associated with breast cancer susceptibility 1 and 2 (BRCA1/2) gene mutations with an appropriate brief familial risk assessment tool. Women with a positive result on the risk assessment tool should receive genetic counseling and, if indicated after counseling, genetic testing.	B	August 2019 *

Attachment B3

Breast Cancer: Medication Use to Reduce Risk: women at increased risk for breast cancer aged 35 years or older	The USPSTF recommends that clinicians offer to prescribe risk-reducing medications, such as tamoxifen, raloxifene, or aromatase inhibitors, to women who are at increased risk for breast cancer and at low risk for adverse medication effects.	B	September 2019 *
Breast Cancer: Screening: women aged 40 to 74 years	The USPSTF recommends biennial screening mammography for women aged 40 to 74 years. †	B	April 2024 *
Breastfeeding: Primary Care Behavioral Counseling Interventions: pregnant and postpartum women	The USPSTF recommends providing interventions or referrals, during pregnancy and after birth, to support breastfeeding.	B	April 2025 *
Cervical Cancer: Screening: women aged 21 to 65 years	The USPSTF recommends screening for cervical cancer every 3 years with cervical cytology alone in women aged 21 to 29 years. For women aged 30 to 65 years, the USPSTF recommends screening every 3 years with cervical cytology alone, every 5 years with high-risk human papillomavirus (hrHPV) testing alone, or every 5 years with hrHPV testing in combination with cytology (cotesting). See the Clinical Considerations section for the relative benefits and harms of alternative screening strategies for women 21 years or older.	A	August 2018 *
Chlamydia and Gonorrhea: Screening: sexually active women, including pregnant persons	The USPSTF recommends screening for gonorrhea in all sexually active women 24 years or younger and in women 25 years or older who are at increased risk for infection.	B	September 2021 *
Chlamydia and Gonorrhea: Screening: sexually active women, including pregnant persons	The USPSTF recommends screening for chlamydia in all sexually active women 24 years or younger and in women 25 years or older who are at increased risk for infection.	B	September 2021 *
Colorectal Cancer: Screening: adults aged 45 to 49 years	The USPSTF recommends screening for colorectal cancer in adults aged 45 to 49 years. See the "Practice Considerations" section and Table 1 for details about screening strategies.	B	May 2021 *
Colorectal Cancer: Screening: adults aged 50 to 75 years	The USPSTF recommends screening for colorectal cancer in all adults aged 50 to 75 years. See the "Practice Considerations" section and Table 1 for details about screening strategies.	A	May 2021 *
Depression and Suicide Risk in Adults: Screening: adults, including pregnant and postpartum persons, and older adults (65 years or older)	The USPSTF recommends screening for depression in the adult population, including pregnant and postpartum persons, as well as older adults.	B	June 2023 *

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Depression and Suicide Risk in Children and Adolescents: Screening: adolescents aged 12 to 18 years	The USPSTF recommends screening for major depressive disorder (MDD) in adolescents aged 12 to 18 years.	B	October 2022 *
Falls Prevention in Community-Dwelling Older Adults: Interventions: community-dwelling adults 65 years or older	The USPSTF recommends exercise interventions to prevent falls in community-dwelling adults 65 years or older who are at increased risk for falls.	B	June 2024
Folic Acid Supplementation to Prevent Neural Tube Defects: Preventive Medication: persons who plan to or could become pregnant	The USPSTF recommends that all persons planning to or who could become pregnant take a daily supplement containing 0.4 to 0.8 mg (400 to 800 mcg) of folic acid.	A	August 2023 *
Gestational Diabetes: Screening: asymptomatic pregnant persons at 24 weeks of gestation or after	The USPSTF recommends screening for gestational diabetes in asymptomatic pregnant persons at 24 weeks of gestation or after.	B	August 2021 *
Healthy Diet and Physical Activity for Cardiovascular Disease Prevention in Adults With Cardiovascular Risk Factors: Behavioral Counseling Interventions: adults with cardiovascular disease risk factors	The USPSTF recommends offering or referring adults with cardiovascular disease risk factors to behavioral counseling interventions to promote a healthy diet and physical activity.	B	November 2020 *
Healthy Weight and Weight Gain In Pregnancy: Behavioral Counseling Interventions: pregnant persons	The USPSTF recommends that clinicians offer pregnant persons effective behavioral counseling interventions aimed at promoting healthy weight gain and preventing excess gestational weight gain in pregnancy.	B	May 2021
Hepatitis B Virus Infection in Adolescents and Adults: Screening: adolescents and adults at increased risk for infection	The USPSTF recommends screening for hepatitis B virus (HBV) infection in adolescents and adults at increased risk for infection. See the Practice Considerations section for a description of adolescents and adults at increased risk for infection.	B	December 2020 *
Hepatitis B Virus Infection in Pregnant Women: Screening: pregnant women	The USPSTF recommends screening for hepatitis B virus (HBV) infection in pregnant women at their first prenatal visit	A	July 2019 *
Hepatitis C Virus Infection in Adolescents and Adults: Screening: adults aged 18 to 79 years	The USPSTF recommends screening for hepatitis C virus (HCV) infection in adults aged 18 to 79 years.	B	March 2020 *

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High Body Mass Index in Children and Adolescents: Interventions: children and adolescents 6 years or older	The USPSTF recommends that clinicians provide or refer children and adolescents 6 years or older with a high body mass index (BMI) (≥95th percentile for age and sex) to comprehensive, intensive behavioral interventions. See the Practice Considerations section for more information about behavioral interventions.	B	June 2024 *
Human Immunodeficiency Virus (HIV) Infection: Screening: adolescents and adults aged 15 to 65 years	The USPSTF recommends that clinicians screen for HIV infection in adolescents and adults aged 15 to 65 years. Younger adolescents and older adults who are at increased risk of infection should also be screened. See the Clinical Considerations section for more information about assessment of risk, screening intervals, and rescreening in pregnancy.	A	June 2019 *
Human Immunodeficiency Virus (HIV) Infection: Screening: pregnant persons	The USPSTF recommends that clinicians screen for HIV infection in all pregnant persons, including those who present in labor or at delivery whose HIV status is unknown.	A	June 2019 *
Hypertension in Adults: Screening: adults 18 years or older without known hypertension	The USPSTF recommends screening for hypertension in adults 18 years or older with office blood pressure measurement (OBPM). The USPSTF recommends obtaining blood pressure measurements outside of the clinical setting for diagnostic confirmation before starting treatment.	A	April 2021 *
Hypertensive Disorders of Pregnancy: Screening: asymptomatic pregnant persons	The USPSTF recommends screening for hypertensive disorders in pregnant persons with blood pressure measurements throughout pregnancy.	B	September 2023 *
Intimate Partner Violence and Caregiver Abuse of Older or Vulnerable Adults: Screening: women of reproductive age, including pregnant and postpartum women	The USPSTF recommends that clinicians screen for intimate partner violence (IPV) in women of reproductive age, including those who are pregnant and postpartum. See the "Practice Considerations" section for information on evidence-based multicomponent interventions and for information on IPV in men.	B	June 2025 *
Latent Tuberculosis Infection in Adults: Screening: asymptomatic adults at increased risk of latent tuberculosis infection (ltbi)	The USPSTF recommends screening for LTBI in populations at increased risk. See the "Assessment of Risk" section for additional information on adults at increased risk.	B	May 2023 *
Lung Cancer: Screening: adults aged 50 to 80 years who have a 20 pack-year smoking history and currently smoke or have quit within the past 15 years	The USPSTF recommends annual screening for lung cancer with low-dose computed tomography (LDCT) in adults aged 50 to 80 years who have a 20 pack-year smoking history and currently smoke or have quit within the past 15 years. Screening should be discontinued once a person has not smoked for 15 years or develops a health problem that substantially limits life expectancy or the ability or willingness to have curative lung surgery.	B	March 2021 *

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Ocular Prophylaxis for Gonococcal Ophthalmia Neonatorum: Preventive Medication: newborns	The USPSTF recommends prophylactic ocular topical medication for all newborns to prevent gonococcal ophthalmia neonatorum.	A	January 2019 *
Osteoporosis to Prevent Fractures: Screening: postmenopausal women younger than 65 years with 1 or more risk factors for osteoporosis	The USPSTF recommends screening for osteoporosis to prevent osteoporotic fractures in postmenopausal women younger than 65 years who are at increased risk for an osteoporotic fracture as estimated by clinical risk assessment. See the "Practice Considerations" section for more information on risk assessment and screening tests.	B	January 2025 *
Osteoporosis to Prevent Fractures: Screening: women 65 years or older	The USPSTF recommends screening for osteoporosis to prevent osteoporotic fractures in women 65 years or older. See the "Practice Considerations" section for more information on screening tests.	B	January 2025 *
Perinatal Depression: Preventive Interventions: pregnant and postpartum persons	The USPSTF recommends that clinicians provide or refer pregnant and postpartum persons who are at increased risk of perinatal depression to counseling interventions.	B	February 2019
Prediabetes and Type 2 Diabetes: Screening: asymptomatic adults aged 35 to 70 years who have overweight or obesity	The USPSTF recommends screening for prediabetes and type 2 diabetes in adults aged 35 to 70 years who have overweight or obesity. Clinicians should offer or refer patients with prediabetes to effective preventive interventions.	B	August 2021 *
Prevention of Acquisition of HIV: Preexposure Prophylaxis: adolescents and adults at increased risk of hiv	The USPSTF recommends that clinicians prescribe preexposure prophylaxis using effective antiretroviral therapy to persons who are at increased risk of HIV acquisition to decrease the risk of acquiring HIV. See the Practice Considerations section for more information about identification of persons at increased risk and about effective antiretroviral therapy.	A	August 2023 *
Prevention of Dental Caries in Children Younger Than 5 Years: Screening and Interventions: children younger than 5 years	The USPSTF recommends that primary care clinicians apply fluoride varnish to the primary teeth of all infants and children starting at the age of primary tooth eruption.	B	December 2021 *
Prevention of Dental Caries in Children Younger Than 5 Years: Screening and Interventions: children younger than 5 years	The USPSTF recommends that primary care clinicians prescribe oral fluoride supplementation starting at age 6 months for children whose water supply is deficient in fluoride.	B	December 2021 *
Rh(D) Incompatibility: Screening: pregnant women, during the first pregnancy-related care visit	The USPSTF strongly recommends Rh(D) blood typing and antibody testing for all pregnant women during their first visit for pregnancy-related care.	A	February 2004 *

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Rh(D) Incompatibility: Screening: unsensitized rh(d)-negative pregnant women	The USPSTF recommends repeated Rh(D) antibody testing for all unsensitized Rh(D)-negative women at 24 to 28 weeks' gestation, unless the biological father is known to be Rh(D)-negative.	B	February 2004 *
Sexually Transmitted Infections: Behavioral Counseling: sexually active adolescents and adults at increased risk	The USPSTF recommends behavioral counseling for all sexually active adolescents and for adults who are at increased risk for sexually transmitted infections (STIs). See the Practice Considerations section for more information on populations at increased risk for acquiring STIs.	B	August 2020 *
Skin Cancer Prevention: Behavioral Counseling: young adults, adolescents, children, and parents of young children	The USPSTF recommends counseling young adults, adolescents, children, and parents of young children about minimizing exposure to ultraviolet (UV) radiation for persons aged 6 months to 24 years with fair skin types to reduce their risk of skin cancer.	B	March 2018 *
Statin Use for the Primary Prevention of Cardiovascular Disease in Adults: Preventive Medication: adults aged 40 to 75 years who have 1 or more cardiovascular risk factors and an estimated 10-year cardiovascular disease (cvd) risk of 10% or greater	The USPSTF recommends that clinicians prescribe a statin for the primary prevention of CVD for adults aged 40 to 75 years who have 1 or more CVD risk factors (i.e. dyslipidemia, diabetes, hypertension, or smoking) and an estimated 10-year risk of a cardiovascular event of 10% or greater.	B	August 2022 *
Syphilis Infection During Pregnancy: Screening: asymptomatic pregnant women	The USPSTF recommends early, universal screening for syphilis infection during pregnancy; if an individual is not screened early in pregnancy, the USPSTF recommends screening at the first available opportunity.	A	May 2025 *
Syphilis Infection in Nonpregnant Adolescents and Adults: Screening: asymptomatic, nonpregnant adolescents and adults who are at increased risk for syphilis infection	The USPSTF recommends screening for syphilis infection in persons who are at increased risk for infection.	A	September 2022 *
Tobacco Smoking Cessation in Adults, Including Pregnant Persons: Interventions: nonpregnant adults	The USPSTF recommends that clinicians ask all adults about tobacco use, advise them to stop using tobacco, and provide behavioral interventions and US Food and Drug Administration (FDA)--approved pharmacotherapy for cessation to nonpregnant adults who use tobacco.	A	January 2021 *
Tobacco Smoking Cessation in Adults, Including Pregnant Persons: Interventions: pregnant persons	The USPSTF recommends that clinicians ask all pregnant persons about tobacco use, advise them to stop using tobacco, and provide behavioral interventions for cessation to pregnant persons who use tobacco.	A	January 2021 *
Tobacco Use in Children and Adolescents: Primary Care Interventions: school-aged children and adolescents who have not started to use tobacco	The USPSTF recommends that primary care clinicians provide interventions, including education or brief counseling, to prevent initiation of tobacco use among school-aged children and adolescents.	B	April 2020 *
Unhealthy Alcohol Use in Adolescents and Adults: Screening and Behavioral Counseling Interventions: adults 18 years or older, including pregnant women	The USPSTF recommends screening for unhealthy alcohol use in primary care settings in adults 18 years or older, including pregnant women, and providing persons engaged in risky or hazardous drinking with brief behavioral counseling interventions to reduce unhealthy alcohol use.	B	November 2018 *
Unhealthy Drug Use: Screening: adults age 18 years or older	The USPSTF recommends screening by asking questions about unhealthy drug use in adults age 18 years or older. Screening should be implemented when services for accurate diagnosis, effective treatment, and appropriate care can be offered or referred. (Screening refers to asking questions about unhealthy drug use, not testing biological specimens.)	B	June 2020
Vision in Children Ages 6 Months to 5 Years: Screening: children aged 3 to 5 years	The USPSTF recommends vision screening at least once in all children aged 3 to 5 years to detect amblyopia or its risk factors.	B	September 2017 *
Weight Loss to Prevent Obesity-Related Morbidity and Mortality in Adults: Behavioral Interventions: adults	The USPSTF recommends that clinicians offer or refer adults with a body mass index (BMI) of 30 or higher (calculated as weight in kilograms divided by height in meters squared) to intensive, multicomponent behavioral interventions.	B	September 2018 *

†The Department of Health and Human Services, under the standards set out in revised Section 2713(a)(5) of the Public Health Service Act and Section 223 of the 2021 Consolidated Appropriations Act, utilizes the 2002 recommendation on breast cancer screening of the U.S. Preventive Services Task Force. To see the USPSTF 2016 recommendation on breast cancer screening, go to http://www.uspreventiveservicestaskforce.org/uspstf/recommendation/breast-cancer-screening1.

*Previous recommendation was an “A” or “B.”

Attachment B4

DENTAL – Effective 1/1/28

	New Base Plan Design	"Buy Up" Enhanced Plan
Preventive	**100%**	**100%**
Basic	**85%**	**90%**
Major	**85%**	**90%**
Deductible	**Passive PPO: $25/$75 Premier: $50/$150**	**Passive PPO: $25/$75 Premier: $50/$150**
Annual max	**$2,500**	**$2,500**
Orthodontics	**50%**	**50%**
Lifetime Orthodontics max	**$2,000**	**$3,000**
Out of Network Max reimbursement	**80th percentile**	**80th percentile**

Attachment B5

VISION

Details of buy up option for January 1, 2028 will be available during open enrollment in Fall, 2027.

Attachment B6

BASIC LIFE INSURANCE and ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) – Effective 1/1/28

Company will offer each employee basic life and accidental death and dismemberment (AD&D) of $50,000 at no cost beginning on January 1, 2028.

Attachment B7

The following will be a Memorandum of Understanding (MOU) signed upon ratification of the agreement and will be effective 1/1/28.

The Company and the union discussed the impact of changes to active medical plans for deductibles and out of pocket maximums when members utilize Out of Network (OON) providers. The intent of this Memorandum of Understanding (MOU) is to define OON, provide clarity on when the OON Deductible will apply, clarify when claims that would normally be treated as OON will be treated and paid as in-network, and document the process for Appealing a Denial of Pre-Service or Post-Service Request for In-Network Treatment of Out-of-Network Provider.

Consistent with the active medical plan and current administrative procedures, the plan administrator of the active employee medical plan has authorization to determine whether an Out-of-Network provider should be treated as an In-Network provider subject to the guidelines summarized below. On an annual basis, geographical areas shall be identified as Rural, Suburban, or Urban based on the definitions below.

Urban – Population density is greater than 3,000 persons per square mile.

Suburban – Population density is between 1,000 and 3,000 persons per square mile.

Rural – Population density is less than 1,000 persons per square mile.

The table below is utilized to determine if there are sufficient numbers of in-network providers within the mileage specified from the member's residence for services to be considered in-network or out-of-network (OON):

Provider	Urban	Suburban	Rural
PCPs	Two within five miles	Two within 10 miles	Two within 20 miles
OB/GYNs	Two within five miles	Two within 10 miles	Two within 20 miles
Pediatricians	Two within five miles	Two within 10 miles	Two within 20 miles
All other specialists	Two within five miles	Two within 10 miles	Two within 20 miles
Acute care hospitals	One within five miles	One within 10 miles	One within 25 miles

1. If the Criteria for In-Network providers from the above table are not met, providers chosen by the member that are licensed in the area of care being sought by the member shall be treated as In-Network for purposes of coverage levels, deductibles, and out of pocket contributions by the member. Note: Authorization does not guarantee the provider will bill the insurance directly so the member may be required to pay up front and submit for reimbursement.

2. If there is an insufficient number of in-network providers in a given specialty (e.g. cardiologist, endocrinologist, dermatologist etc.) within the miles listed in the table above, an OON specialist that is licensed in the area of care being sought by the member and chosen by the member, shall be treated as In-Network.

3. Example: A member lives in San Luis Obispo and needs to see an Orthopedist. There is only one In-network Orthopedist within the mileage limits above. The member would be able to submit a pre-service request to treat an OON Orthopedist as In-Network and once

the plan administrator confirms this meets this MOU's guidelines, all claims would be treated as In-Network.

Note: Authorization does not guarantee the provider will bill the insurance directly so the member may be required to pay up front and submit for reimbursement.

4. Even if the conditions in the table above are met for a sufficient number of in-network providers, if an In-Network provider is not available within a medically necessary timeframe, the member may request a pre-service authorization for an OON provider to be treated as In-Network. If the request meets the conditions of this MOU, uch request shall be granted and the authorized provider who is licensed in the area of care being sought by the member, shall be treated as in-network.

5. If an In-Network provider refers a member to an OON provider and the conditions in this MOU are met (e.g. not enough providers in the network for that specialty), the OON provider the member is referred to shall be treated as In-Network so long as the provider is licensed in the area of care being sought by the member.

6. If a member receives treatment at an In-Network facility, all claims resulting from the treatment will be treated as In-Network.
    a. Example: A member is hospitalized at an In-Network facility and the treating Anesthesiologist is OON, the claims from the Anesthesiologist will be treated as In-Network.

If an In-Network provider becomes OON, the member may appeal to request that claims with the provider continue to be covered as In-Network for 180 days. Such request shall be granted upon verification by the plan administrator the conditions of this MOU are met.

7. Once an In-Network authorization has been granted for an OON provider, said authorization shall remain in effect for 180 days regardless if other providers are added to the network. If adequate coverage with an in-network provider becomes available during the 180-day period,the medical plan administrator will notify the participants of new network provider availability, and the participant can decide to move to the in-network provider at the end of their 180-day period, or continue with the OON provider and have claims processed as OON. Coverage during the 180-day period for the authorized OON provider will be treated as In-Network. Members are able to check in-network availability online, via 800 number, or in the Sydney app.

8. The plan administrator retains discretion to deny approval of specific Out-of-Network providers as an In-Network provider if the conditions of this MOU are not met.

9. Denial of a request for In Network treatment of an Out-of-Network provider, or other disputes regarding Out-of- Network coverage, will not be subject to the Parties' grievance procedures under the collective bargaining agreement. However, a member can appeal

a denial of a request for In-Network services from an Out-of-Network provider, as described below.

Process for Appealing a Denial of Pre-Service or Post-Service Request for In-Network Treatment of Out-of-Network Provider:

1. Member appeals through the plan administrator appeal process (once an Advocacy Services Provider is established, the appeal process will start with them).
2. If the appeal is denied, PG&E shall be notified of the denial and the denial shall be forwarded to PG&E Benefits for evaluation.

RETIREE MEDICAL – Effective 1/1/28

Update subsidies to replace those currently being provided under Retiree Medical Employer Contribution (RMEC) and Retiree Medical Savings Account (RMSA)

Establish a Retiree Health Reimbursement Account (RHRA) to credit the new pre-Medicare and Medicare subsidy replacements as follows:

Pre-Medicare Retirees and Pre-Medicare eligible spouses - $15,450 each per year

Medicare Retirees and Medicare eligible spouses - $1,854 each per year

Current notional accounts to be updated (RMEC/RMSA) to eliminate balance (no grandfathering option) and set pre-Medicare and post Medicare subsidy levels with an automatic escalation (cost of living adjustment).

Improve retiree experience – concierge support for plan selection and enrollment. Expert, unbiased guidance from licensed benefit advisors.

Pensioners would pay premium directly to the carrier of the coverage they select instead of monthly pension check and be reimbursed through RHRA.

Eliminate PG&E sponsored retiree major medical options and leverage the marketplace to provide access to more cost-effective health plans.

Retiree Health Reimbursement Account (RHRA):

1. No RHRA funds accumulation limit.

2. Any HRA funds accumulated while active transfer to the RHRA upon retirement as long as the employee is eligible (age 55 with 10 Years of Service) until balance is depleted.

3. Prior RHRA funds balance maintained when retirees become Medicare eligible.

4. All IRS eligible expenses qualify for RHRA reimbursement.

5. Accumulated RHRA funds will be available to retirees whether or not they are enrolled in the PG&E selected Individual Insurance exchange.

6. Debit card to be provided to participants for qualified expenses payment – as long as administratively possible.

7. Automatic annual funding rate escalator of 3% for the Pre-Medicare RHRA subsidy amount beginning on January 1, 2029.

8. Automatic annual funding rate escalator of 3% for the Medicare RHRA subsidy amount beginning on January 1, 2029.

9. Funding level of $15,450 for Pre-Medicare eligible retiree only/Pre-Medicare eligible spouse per year.

10. Funding level of $1,854 for Medicare eligible retiree only/Medicare eligible spouse per year.

11. RHRA funds of annual funding amount available upon effective date of RHRA plan as long as the retiree is enrolled in the PG&E selected Individual Insurance Exchange.

12. RHRA funding once per year in January as long as the retiree is enrolled in the PG&E selected Individual Insurance Exchange.

13. If a retiree is Medicare eligible and has a RHRA eligible spouse who is not Medicare eligible, the spouse RHRA will be funded at the Pre-Medicare retiree rate while the retiree RHRA will be funded at the Medicare rate and vice versa.

14. In the event a retiree passes away with an eligible surviving spouse on their RHRA at the time of passing, the surviving spouse shall continue to have their RHRA funded annually as long as their eligibility for the plan continues.

15. Hearing Aid benefits provided in LA-13-68 shall continue to be available for retirees whether or not they are enrolled in the PG&E Exchange

16. In accordance with the Affordable Care Act, a participant who chooses to take the Affordable Care Act Premium Tax Credit would have any prior RHRA funds frozen and unavailable until such time as they choose to use the provided employer subsidy or becomes Medicare eligible

Pat Duffy

10/30/26



10/30/26