



**Pacific Gas and
Electric Company.**



PACIFIC GAS AND ELECTRIC COMPANY
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JOSHUA SPERRY
SR. UNION REPRESENTATIVE

Memorandum of Understanding

This MOU is to document recent discussions on implementation of a Sr. Engineering Estimator Examination process.

The parties agreed to communicate to any newly hired employee or employee bidding/transferring into an Engineering Estimator position with a report date on or after November 1, 2016 that he or she will be required to take a Sr. Engineering Estimator examination upon completion of the Estimator Training Program (ETP). Such employee will not be allowed to progress to a Sr. Engineering Estimator until he or she successfully passes such test.

Engineering Estimators who were already in the classification prior to November 1, 2016 will not be required to take the Sr. Engineering Estimator exam in order to progress to Senior. (Note: changing of commodity would trigger the requirement to take the exam after completing ETP in the new commodity).

This agreement applies to both Gas and Electric Estimators classifications.

While the parties have yet to agree on the examination in full, the parties agreed that the ETP Ad Hoc Committee will engage in the negotiation process of the additional details. The detailed information will then be contained within a Letter of Agreement. These details include (but are not limited to) topics such as test subject matter, use of technology in test taking/administration, and timing of the test and have yet to be finalized. The ETP Ad-Hoc Committee will finalize these details in time for administration of the test to Estimators who began ETP on or after November 1, 2016.

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Any questions regarding the implementation of this MOU will be referred to the ETP Ad-Hoc Committee. This MOU does not change any provisions regarding the existing Sr. Estimator Exam in Gas Transmission.

If you are in agreement with the above, please indicate by your signature below.

October 12, 2016

PACIFIC GAS & ELECTRIC COMPANY

By: Kathy Ledbetter
Kathy Ledbetter
Labor Relations Manager

10/18, 2016

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

By: Joshua Sperry
Joshua Sperry
Sr. Union Representative