



**Pacific Gas and
Electric Company**

Eric Bachman
Principal Negotiator
Labor Relations

375 N. Wiget Lane, Suite 130
Walnut Creek, CA 94598
925.974.4403

16-08-ESC

May 5, 2016

Joshua Sperry, Senior Union Representative
Engineers and Scientists of California, Local 20
IFPTE (AFL-CIO & CLC)
810 Clay Street
Oakland, CA 94607

Dear Mr. Sperry:

As part of the 2015 contract negotiations, Company and Union met several times to review letter agreement language and minor contract clean-up items. As a result, the Company proposes that the letter agreement language and minor contract clean-up items be incorporated into the next update of the ESC Agreement. The added or amended date will be when the Agreement is updated after the recently completed general negotiations.

The attachments to this letter agreement provide all details of this proposal:

Attachment 1: Matrix of updates made to the ESC Agreement


Attachment 2: Full text of changes to the ESC Agreement based on previously agreed-to letters of agreement and contract cleanup items

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: _____


Eric Bachman
Principal Negotiator

The Union is in agreement.

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

By: _____


Joshua Sperry
Senior Union Representative

5/24, 2016

	Title	Section/Exhibit	Subject	LA	Date signed
1		Exhibits	Change Page Number from 203 to Reference Document. Move to list of unattached exhibits.	n/a	
2	3 - Recognition	3.1 Recognition	Update with newly organized groups	Various	
3	9 - Vacations	9.3 Service Anniversary Vacation - bonus Vacation	Remove "...and must be taken in that calendar year."	11-01	1/19/11
4	9 - Vacations	9.11 Starting Day	Revise (c.) and add (d) and (e.)	15-09/R2-13-08	5/8/15 5/27/14
5	9 - Vacations	9.14 Unanticipated Vacation	Amend language.	15-09	5/8/15
6	11 - Sick Leave	11.14 Family Sick Leave	Sick Relative Time Off	11-01	1/19/11
7	11 - Sick Leave	11.15	Add California Sick Leave Law Provisions	15-15	8/6/15
8	13 - Status of Employees and Service	13.5 Regular Status	Add clarification to (2) that employees with less than one year of Service may not transfer. Add "(d)" to clarify new employees into the Unit are not probationary.	n/a	
9	16 - Meals	16.1 Intent	Add clarification regarding meal receipts from Cover Letter	n/a	
10	17 - Overtime	17.3 Rate and Double Time Conditions	Add language from LOA 95-47.	95-47	12/5/95
11	21 - Job Bidding, Promotion and Transfer	21.2 Sequence of consideration for Bidding	Delete "Pre" from "PreBidding". Update classifications and add Scheduler and Scheduler-in-Training in the "Note."	R1-14-17	7/17/14
12	21 - Job Bidding, Promotion and Transfer	21.6 Qualifications	Add (c.) Internship experience...will not be considered...	n/a	
13	21 - Job Bidding, Promotion and Transfer	21.7 Appointment to Temporary Vacancies	Clarification	n/a	
14	21 - Job Bidding, Promotion and Transfer	21.13 Filling Beginning Weekly Classifications	Amend (e.)	n/a	

15	21 - Job Bidding, Promotion and Transfer	21.15 Filling Monthly Positions	Add Transmission Operations Engineers	15-06	3/31/15
16	21 - Job Bidding, Promotion and Transfer	21.18 Joint Selection Process	Add (f) Internship experience...will not be considered...	n/a	
17	22 - Demotion and Layoff	22.3 Displacement Procedure	Change "Bidding Unit" to "Region"	n/a	
18	24 - Shift Premium	24.2 Amount of Premium	Amend (b.) to remove, "...except as provided for in (c.) below."	n/a	
19	II - Classifications Alphabetically	II Classifications Alphabetically	Delete various obsolete/reclassified classifications Added Power Generation Maintenance Planner, Associate	15-21	9/17/15
20	III - Beginning Classifications	III Beginning Classifications	Delete various obsolete/reclassified classifications. Delete MOU. Added Power Generation Maintenance Planner, Associate	15-21	9/17/15
21	Ex. C	Ex. C Hiring Hall	Add "...or by Local Agreement..." Add CANUS, medical coverage and sick leave language. Deleted LA number, addressee and signatures.	15-12 15-15 15-16	7/29/15; 8/6/15; 8/6/15
22	Ex. D Job Descriptions	Exhibit D I & II	Remove Table of Contents and added it to the main Table of Contents. Added language under I. Testing Information. Updated Mapper to Mapping Technician under II.	15-10	6/24/15
22a	Ex. D Job Descriptions	Exhibit D TOC	Remove "Exempt Classifications" from III B.	13-36; 15-06, 15-07	12/12/13; 3/31/15; 4/8/15
22b	Ex. D Job Descriptions	D.IV.1 Division Gas and Electric Departments	Engineering Estimator - Add relevant excerpts from Exhibit N	Ex. N	
22c	Ex. D Job Descriptions	D.IV.1 Division Gas and Electric Departments	Add Rule 20A Program Liaison classification	14-03	1/28/14
22d	Ex. D Job Descriptions	D.IV.2 Division Mapping Departments	Update Mapping Technician job description.	15-10	6/24/15
22e	Ex. D Job Descriptions	D.IV.2 Division Mapping Departments	Remove Senior Mapping Technician - Local.	15-10	6/24/15
22f	Ex. D Job Descriptions	D.IV.2 Division Mapping Departments	Update Lead Mapping Technician job description.	13-30	11/5/13

22g	Ex. D Job Descriptions	D.IV.2 Division Mapping Departments	Add Expert Electric Mapping Technician	13-30	11/5/13
22h	Ex. D Job Descriptions	D.IV.2 Division Mapping Departments	Amend Scheduler duties.	n/a	
22i	Ex. D Job Descriptions	D.IV.2 Division Mapping Departments	Amend Scheduler-in-Training duties.	n/a	
22j	Ex. D Job Descriptions	Exhibit D.IV.3 Land Departments/Engineering Assistant (previously D.IV.2)	Modification of Engineering Assistant job description. Clarification of qualification requirements for Engineering Assistant I.	13-16	5/29/13
22k	Ex. D Job Descriptions	Exhibit D.IV.4 (Now D.IV.6) Applied Technology Services	Modify the language in job description and testing promotion procedure for the Sr. Engineering Technician - 3250, to permit direct hiring of candidates	12-05	4/10/12
22l	Ex. D Job Descriptions	D.IV.8 Construction	Amend Field Engineer job duties.	n/a	
22m	Ex. D Job Descriptions	D.IV.8 Construction	Amend Nuclear Planner job duties.	14-26	10/28/14
22n	Ex. D Job Descriptions	D.IV.10 Distribution Engineers	Add language to Section E, "Advancement" and Section G, "On-Call."	14-02	2/7/14
22o	Ex. D Job Descriptions	D.IV.10 Distribution Engineers	Add Provisions for Gas Distribution Engineers at DCC	14-10	3/27/14
22p	Ex. D Job Descriptions	D.IV.12 Project Engineering	Revise "G" Professional Membership and Training and	n/a	
22q	Ex. D Job Descriptions	D.IV.15 Project Managers and Project Controls analysts	Amend "D" and add Expert Project Controls Analyst Provisions	15-11	5/27/15
22r	Ex. D Job Descriptions	Exhibit D.IV. 24	Added D.IV.24 Generation Interconnection	13-36/ 14-18	12/12/13
22s	Ex. D Job Descriptions	Exhibit D.IV. 25 Transmission Planning	Add Transmission Planning	13-36	12/12/13
22t	Ex. D Job Descriptions	Exhibit D.IV. 26 Metering Engineers	Add Metering Engineers	13-36	12/12/13
22u	Ex. D Job Descriptions	Exhibit D.IV. 27 Automation and Power Quality Engineers	Add Automation and Power Quality Engineers	13-36	12/12/13
22v	Ex. D Job Descriptions	Exhibit D.IV.28 Transmission Operations Engineering	Add Transmission Operations Engineering	15-06	
22w	Ex. D Job Descriptions	Exhibit D.IV.29	Added SmartMeter Operations Center	15-07	4/5/15
22x	Ex. D Job Descriptions	Exhibit D.IV.30	Added Gas Station Engineering	15-18	9/16/15
22y	Ex. D Job Descriptions	Exhibit D.IV.20 Power Generation	Add J. Maintenance Planner provisions	15-21	9/17/15
22z	Ex. D Job Descriptions	Exhibit D.IV.9 Land/Corporate Real Estate	Add H. GIS Development Work Jurisdiction (added 1/2014)	15-24	11/13/15

23	Ex. E - Educational Assistance	Exhibit E	Amend the Educational Assistance Program	13-22	7/24/13
24	Various	Various - Typo Clean up	Add "Disability" to 11.8(b). Change "is" to "if" in 17.10(b)	n/a	
	App 1	Appendix 1	Modify job duties and minimum qualifications within the Nuclear Procurement Specialist and the Nuclear Technical Procurement Specialist LOPs	13-34	12/4/13
	App 1	Appendix 1	Added monthly job descriptions at the end of Appendix 1	13-36	12/12/13
	App 1	Appendix 1	Added monthly job descriptions Distribution Engineering	14-02	2/7/14
	App 1	Appendix 1	Added monthly job descriptions for Transmission Operations Engineers	15-06	3/31/15
	App 1	Appendix 1	Added monthly job descriptions for SmartMeter Operations Center	15-07	4/5/15
	App1	Appendix 1	Added Gas Station Engineering	15-18	9/16/15
	App1	Appendix 1	Added Power Generation Maintenance Planner, Associate	15-21	9/17/15
	App 1	Appendix 1	Modification of Power Generation Maintenance Planner job description	15-21	9/17/15

Changes to the ESC Agreement based on already agreed-to letters of agreement and/or clarifications to the language. SAP codes have been added to the Agreement but are not individually listed below.

1	<p>EXHIBITS</p> <p>The following amended Exhibits to the Agreement of 1955 are attached and made a part hereof:</p> <table border="1"> <thead> <tr> <th data-bbox="261 428 370 457">EXHIBIT</th><th data-bbox="1219 428 1295 457">PAGE</th></tr> </thead> <tbody> <tr> <td data-bbox="261 457 386 487">Exhibit N</td><td data-bbox="444 457 1377 520">Letter Agreement 99-04-ESC, Estimator Training Program Reference Document</td></tr> </tbody> </table>	EXHIBIT	PAGE	Exhibit N	Letter Agreement 99-04-ESC, Estimator Training Program Reference Document
EXHIBIT	PAGE				
Exhibit N	Letter Agreement 99-04-ESC, Estimator Training Program Reference Document				
2	<p>TITLE 3. RECOGNITION</p> <p>3.1 RECOGNITION</p> <p>For the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment, the Company recognizes the Union, <i>in the following NLRB certifications and other recognitions, as the exclusive representative of employees in the classifications which are enumerated in Exhibit A, which is attached hereto and made a part hereof. Group names in the list below are for purposes of identification only.</i> (Amended 1/1/09, 4/1/15)</p> <ol style="list-style-type: none"> 1. NLRB Case 20-RC-1502, May 21, 1952, <i>original certification</i> 2. NLRB Case 20-RC-17430, September 10, 1998, <i>Distribution Engineers</i> 3. NLRB Case No 20-RC-17980, October 19, 2004, <i>Land/Corporate Real Estate</i> 4. <i>Card Check Recognition</i> December 27, 2006, <i>SNBR's and IPE's</i> 5. <i>Card Check Recognition</i> December 27, 2006, <i>Project Engineers</i> 6. <i>Card Check Recognition</i> February 21, 2007, <i>Protection Engineers</i> 7. <i>Card Check Recognition</i> February 29, 2007, <i>Nuclear Maintenance Planners</i> 8. <i>Card Check Recognition</i> June 12, 2007, <i>Life Cycle Planning Engineers</i> 9. <i>Card Check Recognition</i> October 5, 2007, <i>Project Managers and Business Analysts</i> 10. <i>Card Check Recognition</i> November 5, 2007, <i>Electric Standards Engineers</i> 11. <i>Card Check Recognition</i> December 18, 2007 and NLRB Case 20-RD-2452, <i>M&C Engineers</i> 12. <i>Card Check Recognition</i> February 2, 2008, and NLRB Case 20-RD-2451, <i>Power Generation</i> 13. <i>Card Check Recognition</i> and NLRB Case 31-RC-8684, April 1, 2008, <i>Nuclear Engineers and QV Auditors</i> 14. <i>Card Check Recognition</i> May 12, 2008, <i>Environmental Services and Remediation</i> 15. <i>Card Check Recognition</i> June 13, 2008 and NLRB Case 20-RD-2460, <i>Telecom Engineers</i> 16. <i>Card Check Recognition</i> May 29, 2008 and NLRB Case 31-RD-1589, <i>Nuclear Professionals</i> 17. <i>Card Check Recognition</i> October 10, 2008, <i>Outage Coordinators</i> 18. NLRB Case 20-RC-18326, February 2, 2011, <i>Transmission Planning and Generation Interconnection</i> 19. NLRB Case 20-RC-18355, June 20, 2011, <i>Metering Engineers</i> 20. NLRB Case 20-RC-18352, July 26, 2011, <i>SmartMeter Operations Center</i> 21. NLRB Case 20-RC-62435, September 15, 2011, <i>Substation Analysts</i> 22. <i>Letter of Recognition</i> October 1, 2013, <i>Rule 20A Liaisons</i> 23. NLRB Case 20-RC-123231, April 16, 2014, <i>Transmission Operations Engineers</i> 24. NLRB Case 32-RC-1214501, May 1, 2014 <i>Gas IC&E Engineers</i> 25. NLRB Case 32-RC-125912, May 8, 2014, <i>Gas Station Engineers</i> 26. <i>Letter of Recognition</i> July 22, 2014, <i>Construction Engineers</i> 27. <i>Letter of Recognition</i> October 28, 2014, <i>Gas Meter Engineers</i> 				
3	<p>TITLE 9. VACATIONS</p>				

	<p>9.3 SERVICE ANNIVERSARY VACATION - BONUS VACATION</p> <p>(a) In the fifth calendar year following his employment date and in each fifth calendar year thereafter, the Company shall grant each employee a Service anniversary vacation of five workdays. A Service anniversary vacation shall be in addition to the annual vacation allowance set forth in Section 9.2 above to which the employee may be otherwise entitled in that calendar year, and he acquires no right as to all or any part of the Service anniversary vacation unless he 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 1/1/80, 1/1/11)</p> <p>(b) In each of the first five calendar years following his employment date, an employee who has used five days or less of paid or unpaid sick leave in the preceding year shall be entitled to have one day of bonus vacation in addition to any vacation allowance the employee is entitled to as set forth in Section 9.2. An employee must complete one year of Service before becoming qualified for such day. In the tenth calendar year following an employee's employment date and in each fifth calendar year thereafter, an employee who has used 25 days or less of sick leave during the five preceding calendar years shall be entitled to five bonus days of vacation in addition to the vacation allowance the employee is entitled to as set forth in Section 9.2. In determining the number of sick days used in computing 25 days or less, no more than 10 days or eighty 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 1/1/84, 1/1/11)</p>
4	<p>TITLE 9. VACATIONS</p> <p>9.11 STARTING DAY</p> <p>(a) no change</p> <p>(b) no change</p> <p>(c) Vacation days may be pre-scheduled in one-half day increments where such increment, in the reasonable judgment of the employee's supervisor, will not interfere with the work in progress and will not require another employee to work overtime. (Added 1/1/83, Amended 5/8/15)</p> <p><u>(d) Vacation requests for less than a half day increment submitted to the Company by an employee before the end of the previous regularly scheduled workday may be approved at the sole discretion of the Company. (Added 5/8/15)</u></p> <p>(e) Pursuant to Letter Agreement R2- 13-08, at Company's discretion, management may grant employees one occasion of up to four hours of paid time off per calendar year for the purpose of religious observance. Requests for religious observance time off must be made at least five days in advance. Such requests will be approved unless there are overriding operational needs. (Added 5/27/14)</p>
5	<p>TITLE 9. VACATIONS</p> <p>9.14 UNANTICIPATED VACATION</p> <p>Any combination of vacation hours, up to 24 per year, may be taken in increments of one hour or more, not to exceed six (6) consecutive hours, at an employee's option. <u>This provision applies to vacation requests submitted by an employee after the conclusion of the regularly scheduled work day immediately preceding the request.</u> (Amended 1/1/94, 1/1/09, 5/8/15)</p>
6	<p>TITLE 11. SICK LEAVE</p>

	<p>11.14 FAMILY SICK LEAVE</p> <p>(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 in the calendar year, to attend to an illness of a <i>family member in accordance with California Sick Leave law</i>. A regular part-time employee may take up to one-half of the employee's current sick leave hours allotment to attend to an illness of a <i>family member of the employee in accordance with California Sick Leave law</i>. (Amended 1/1/00, 1/1/09, 1/1/16)</p> <p>(b) <i>In the calendar year in which a regular full time employee has qualified for additional sick leave under Section 11.3 and each succeeding calendar year it is renewed, the employee shall be permitted to use up to 80 hours in the calendar year, to attend to an illness of family member of the employee in accordance with California Sick Leave law. In the calendar year in which a regular full time employee has qualified for additional sick leave under Section 11.4 and each succeeding year it is renewed, the employee shall be permitted to use up to 160 hours in the calendar year, to attend to an illness of a family member of the employee in accordance with California Sick Leave law. A regular part-time employee who has qualified for additional sick leave under Sections 11.3 and 11.4, 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. (Added 1/1/11, Amended 1/1/16)</i></p> <p>(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 <i>family member of the employee</i> under this section. (Amended 1/1/16)</p> <p>(c) No change</p>
7	<p>TITLE 11. SICK LEAVE</p> <p><u>11.15 CALIFORNIA PAID SICK LEAVE FOR INTERMITTENT EMPLOYEES WHO HAVE NOT ATTAINED REGULAR STATUS (Added 8/6/15)</u></p> <p><i>Pursuant to the California Paid Sick Leave law, Intermittent employees who have not attained regular status shall be allotted twenty-four (24) hours of sick pay per calendar year.</i></p> <p>(a) <i>Intermittent employees who have not attained regular status must be employed for at least ninety (90) days before being able to use any sick pay.</i></p> <p>(b) <i>Sick pay not utilized at the end of each calendar year shall be forfeited.</i></p> <p>(c) <i>Employees can use sick pay for themselves or to attend to an illness of a family member in accordance with the guidelines provided in the California Paid Sick Leave law.</i></p> <p>(d) <i>Employees may only take sick pay on those days or for those hours that an employee is asked or scheduled to work and are unable to work due to illness or non-industrial injury.</i></p>
8	<p>TITLE 13. STATUS OF EMPLOYEES AND SERVICE</p> <p>13.5 REGULAR STATUS</p> <p>(a) (1) no change.</p> <p>(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, he/she shall not acquire any Service or seniority rights or rights with respect to leave of absence, holidays, job bidding and promotion, demotion and layoff, sick leave, vacation, or similar rights and privileges. <i>Note that employees with less than one year of Service may not transfer to a beginning-level hourly job, per section 21.13(e).</i> (Amended 1/1/16)</p>

	<i>(d) Employees of the Company placed into an ESC-represented classification from a position outside of the Unit shall not be subject to probationary status, unless such employee has less than six months of continuous Service overall with the Company. (Added 1/1/16)</i>
9	<p style="text-align: center;">TITLE 16. MEALS</p> <p>16.1 INTENT</p> <p>When work requirements outside of regular work hours or on nonworkdays prevent an employee from observing his/her usual and average meal practice or from eating a meal at approximately the usual time therefor, the Company shall provide a comparable substitute or reimburse him/her for the meal expense he/she incurs therein. <i>A receipt is required for all meals purchased and an itemized receipt is required for meal expenses over \$30. (Amended 8/1/66, 1/1/12)</i></p>
10	<p>17.3 RATE AND DOUBLE TIME CONDITIONS</p> <p><i>(f) For purposes of this Section, travel time shall not be considered as time worked for the purpose of calculating when an employee has worked twelve hours pursuant to Subsection 17.3(b). Travel time shall be paid at the appropriate rate in accordance with the actual work time of the employee. Therefore, the travel time for an employee whose work time exceeds twelve hours shall be paid at the double time rate. On the contrary, all time to consume overtime meals, including the time allowance for meals not taken, shall be considered as time worked for purposes of Subsection 17.3(b) of the Agreement, and therefore counted in the twelve hour calculation as actual work time. (See LOA 95-47)</i></p>
11	<p>TITLE 21. JOB BIDDING, PROMOTION AND TRANSFER</p> <p>21.2 SEQUENCE OF CONSIDERATION FOR BIDDING</p> <p><u>Weekly Paid Vacancies:</u> In making assignments to weekly vacancies, pursuant to 21.2(c), (d), (e), and (f), the Company will give consideration to an employee's bid provided he/she is performing the duties of his/her present classification in a satisfactory manner and he/she is qualified to perform the duties of the vacant classification. Company's selection of an employee shall be on the basis of the employee's ability and personal qualifications. If it is determined that the ability and personal qualifications of two or more qualified employees who are entitled to consideration under this Section are relatively equal, the Company shall further consider such employees and select that employee who has the greatest Service. (Amended 1/1/09)</p> <p>Preferential consideration of such bids by regular employees shall be given in the following sequence:</p> <ul style="list-style-type: none"> (a) no change (b) no change (c) no change <p>Note: All Senior Engineering Estimator, <i>Senior Mapping Technician, Scheduler</i>, Distribution Engineers, and Senior Land Technician <i>and Scheduler</i> vacancies will be held open for bidding, in accordance with Section 21.2. Of those jobs not filled under 21.2(a) or (b), every other one will be subject to the provisions of Subsection 21.2(d) before it may be downgraded to Engineering Estimator, <i>Mapping Technician, Land Technician or Scheduler-in-Training</i>, respectively. (Amended 1/1/09, 7/7/14)</p>
12	<p>TITLE 21. JOB BIDDING, PROMOTION AND TRANSFER</p> <p>21.6 QUALIFICATIONS</p> <ul style="list-style-type: none"> (a) No change (b) No change <p>No change</p>

	<p>No change</p> <p>(c) <i>Internship experience prior to obtaining a degree will not be considered as relevant experience for classifications requiring a degree. (Added 1/1/16)</i></p>
13	<p>TITLE 21. JOB BIDDING, PROMOTION AND TRANSFER</p> <p>21.7 APPOINTMENT TO TEMPORARY VACANCIES</p> <p>(a) In the filling of temporary vacancies <i>of less than two weeks</i>, the Company shall consider employees at the headquarters where the vacancy exists <i>with a bid or transfer on file</i> in the order of their preference under Section 21.2, 21.13, 21.15 21.16, or 21.17 whichever is applicable. (Amended 1/1/16)</p> <ol style="list-style-type: none"> 1) For beginning classifications, the Company shall offer the temporary assignment to the senior qualified transfer applicant in the headquarters. Should such transfer applicant decline the assignment or if there are additional temporary vacancies, the Company may fill the vacancies at its discretion. 2) Employees shall be considered in respect to the full requirements of the classification, giving preference, where practicable, to those who have met the examination requirements. 3) In making assignments to temporary vacancies in monthly classifications, the Company shall select the employee whose ability and personal qualifications make him/her most qualified for the job. If ability and personal qualifications are substantially equal, seniority shall prevail. (Amended 1/1/2012) <p>(b) For temporary upgrades of 2 weeks or more, <i>Company will consider individuals who have bids on file for the classification, and who are within a commutable distance (45 minutes or 30 miles from his/her present residence)</i>, first considering employees by seniority within the bid unit and then those outside the bid unit. <i>This applies to upgrades only. Employees in the same classification will only be considered if there are no eligible bidders as described above and at Company discretion.</i> For temporary upgrades to monthly positions, the Company shall select the employee whose ability and personal qualifications make him/her most qualified for the job. If ability and personal qualifications are substantially equal, seniority shall prevail. (Amended 1/1/2012, 1/1/16)</p>
14	<p>TITLE 21. JOB BIDDING, PROMOTION AND TRANSFER</p> <p>21.13 FILLING BEGINNING WEEKLY CLASSIFICATIONS</p> <p>(e) The provisions of this Subsection shall be applicable to a beginning classification in a line of progression at a headquarters where a transfer application for such vacancy is on file. However, the provisions of this Subsection shall not be applicable to an employee: with less than one year of service; <i>or who has passed a promotional examination or completed a negotiated training program</i>, that provides for automatic progression to a classification higher than a beginning level position in that line of progression, unless such employee is exercising rights pursuant to Subsection 22.3(2)(c). (Amended 6/1/03, 1/1/16)</p>
15	<p>TITLE 21. JOB BIDDING, PROMOTION AND TRANSFER</p> <p>21.15 FILLING MONTHLY POSITIONS (Sections 21.15 through 21.18 Added 1/1/12)</p> <p>The following provisions of sections 21.16, 21.17 and 21.18 are applicable to the classifications and lines of progression for the classification groupings Project Engineers, Protection Engineers, Lifecycle Engineers, Electric Standards Engineers, Project Managers/Project Controls Analysts, M&C Engineers, Power Generation, Environmental Services/Remediation, Telecommunication Engineers, Distribution Outage Coordinators, DCPPE Engineering/QV, and DCPPE Professionals <i>and Transmission Operations Engineers</i>. The provisions of 21.16, 21.17 and 21.18 will not supersede any specific</p>

[illegible]

	DIVISION ELECTRIC AND GAS
	Mapping Technician
	NUCLEAR – DCPD (Added 1/1/09, Amended 1/1/16)
	<p>3590 Associate Nuclear Planner – ESC</p> <p>POWER GENERATION-HYDRO PROFESSIONALS 51790901 3902 Power Generation Maintenance Planner, Associate</p>
21	<p><u>EXHIBIT C HIRING HALL</u></p> <p><u>(Amended 1/1/16)</u></p> <p>The Company and the Engineers and Scientists of California recognize a need to continue to utilize temporary employees to meet the interests of both parties. Some of the factors include: (1) having qualified personnel perform work that is temporary in nature; (2) avoiding the implementation of the demotion and layoff procedures as a result of adding employees to the regular work force for work that will not continue in the near future; (3) providing employment security for the regular work force and to maintain the standard of living for such work force; (4) working together cooperatively to meet the objectives of both parties; and (5) allowing sufficient time to adequately train new regular employees.</p> <p>It is not the intent of the parties to have temporary employees replace permanent employees. Notwithstanding any other understanding between the parties, Company shall not involuntarily layoff any employee for lack of work in a classification in which temporary employees in that same classification are being utilized.</p> <p>The Hiring Hall agreement will apply to all ESC Local 20 represented classifications (except leads), unless otherwise specified by agreement between Union and management. When temporary employees are assigned to fill behind a regular employees whose assignment is to support multiple headquarters, such employees may be eligible for expenses consistent with Company policy and the labor agreement. This provision will only be applicable to Sr. New Business Representatives, Industrial Power Engineers, Project Managers, and other classifications as agreed to by the Union and the Company. (Added 1-1-09)</p> <p><i>Effective January 1, 2015 CANUS Corporation is a signatory contractor for temporary employees at PG&E that are referred through the ESC Hiring Hall. All contract workers that CANUS dispatches to PG&E to perform the work of ESC classifications shall be ESC retirees that are dispatched at the Company's request through the ESC hiring hall. This change is reflective of the universal coverage requirements of the Affordable Care Act.</i></p> <p>A. OTHER TEMPORARY EMPLOYEE PROVISIONS</p> <p>Employees hired pursuant to this agreement will not be subject to the time limits set forth in Section 13.7 and Letter Agreement 93-9.</p> <p>Utilization of hiring hall employees shall not exceed 12 consecutive months within a department, location and classification unless otherwise agreed to in writing by the Overview Committee <i>or by Local Agreement</i>. For current hiring hall employees, the 12 month period begins on the effective date of the signing of this letter agreement. The restriction is not applicable under the following conditions:</p>

F. TEMPORARY EMPLOYEE COMPENSATION

The following shall apply for temporary employees:

1. Employment shall commence upon orientation or work at the location and time requested by the Company. Pay provisions are those provided for in the ESC-PG&E Agreement.
 2. a. In lieu of benefits (including participation in the Savings Fund Plan), temporary employees shall be paid a benefit factor for each hour worked of \$8.22 per hour. This factor will be the same for all hiring hall personnel within the Company. (Amended 1/1/09)
 - b. *Letter Agreement 15-16 provides that effective January 1, 2016, all PG&E Hiring Hall employees including all PG&E Hiring Hall retirees may elect coverage in the Hiring Hall Gold Medical Plan. For hiring hall employees who elect the Gold Medical Plan Section F.2a. above shall be modified as follows:*
 - 1) *Employees who elect the Hiring Hall Gold Medical Plan shall receive a prorated dollar amount of the normal \$8.22 "benefit factor" as applied to straight time wages.*
 - 2) *The Company shall reduce the "benefit factor" amount by the appropriate cost of the Hiring Hall Gold Medical Plan as provided to the Union for each calendar year. Such reduction shall be applied to straight time wages only.*
 - c. *In accordance with the Healthy Workplaces, Healthy Families Act of 2014 (HWHFA), Letter Agreement 15-15 provides Hiring Hall employees with twenty-four (24) hours of paid sick leave credits effective July 1, 2015. Thereafter, newly hired employees in these employment categories shall receive twenty-four (24) hours of paid sick leave credits upon employment.*
- In accordance with the law, an employee must be employed for at least 90 days before being able to use any paid sick leave.*
- At the beginning of each calendar year, employees will be awarded twenty-four (24) hours of paid sick leave credits. Employees are limited to using a maximum of twenty-four (24) hours of paid sick leave per year. Paid sick leave not utilized at the end of each calendar year shall be forfeited.*
- Employees can use this paid sick leave for themselves or family members in accordance with the guidelines provided in the law.*
- Employees may only take sick leave on those days or for those hours that an employee is asked or scheduled to work and are unable to work due to illness or non-industrial injury.*
- Usage and administration of this paid sick leave will be in accordance with the law.*

22

EXHIBIT D JOB DESCRIPTIONS

(Exhibit Amended 1/1/2012, 1/1/16)

JOB DESCRIPTIONS, TESTING AND PROMOTION PROCEDURES, AND CLASSIFICATION-SPECIFIC PROVISIONS

I. TESTING INFORMATION

Test eligibility and requirements specific to a given classification are included with the specific Job Description.

Upon written agreement thereon by the Company and the Union, examination procedures for determining qualifications of employees or for an employee's progression to a higher classification may be adopted or revised.

II. GENERAL TESTING AND PROMOTION PROCEDURES (Amended 1/1/16)

A. APPLICATION

(1) The following provisions are applicable to represented employees who desire to enter the classification of Associate Distribution Engineer and to employees in the classification of Engineering Estimator (See Letter Agreement 99-04-ESC), or

- who desire to enter the classifications of Principal Map Draftsman or Senior Map Draftsman in the Regions, and to employees in the classification of *Mapping Technician* in the Regions (See L.O.A.) 90-41), or

- who desire to enter the classification of Senior Land Technician.

(2) Employees who are eligible to take any of the examinations covered herein shall be granted the necessary time from work to take the examination, and such time shall be considered as time worked, provided they have not previously failed such examination three times.

Those employees who have failed a third time or more will continue to be granted time off necessary to take the examination, however, such time off shall be without pay. Employees may use vacation or floating holidays to cover this time.

B. GENERAL PROCEDURE

(1) The Company and the Union shall review the proposed examination to determine that the content is appropriate for the purpose and to establish the base score for the particular examination. One employee for each test under discussion will be granted time off with pay, up to three days, while attending joint Company-Union Test Review Committee meetings. Pre-review meetings shall be held not later than the second week of February for the Associate Distribution Engineer; the third week of August for the Land and Mapping department and Senior Field Engineering Technician classification examinations. The examination will consist of base questions and optional questions. The optional questions shall total not less than 25 percent of the base questions. The following classifications must attain 70 percent of the base score established or confirmed at the post review in order to pass:

For Promotion to:

Field Engineering Technician

Senior Field Engineering Technician

Mapping Technician

Map Draftsman, Map Draftsman Local

If such employee attempts any optional questions in excess of the base test, he/she must

attain 70 percent of all the questions attempted.

The following classifications must attain 75 percent of the base score established or confirmed at the post review in order to pass:

For Promotion to:

Senior Engineering Estimator	Associate Distribution Engineer
Map Draftsman	Senior Map Draftsman or Principal Map Draftsman
Map Draftsman – Local	Senior Map Draftsman or Principal Map Draftsman
Land Technician	Senior Land Technician

If such employee attempts any optional questions in excess of the base test, he/she must attain 75 percent of all the questions attempted.

(2) No change

(3) No change

(4) A copy of the examination and answer key shall be returned to the employee through his/her supervisor. Other than a notation of passing or failing the examination, no record shall be made in the employee's personnel record.

(5) No change

(6) No change

(a) No change

(b) No change

(7) No change

C. ELIGIBILITY

(1) An employee shall be eligible to take the examination given for advancement within the employee's own Department, where such higher job has been established, if on the last day of the month in which the examination is held, the employee will have been in the classification of Land Technician on a regular basis for 18 months or *Mapping Technician* for 24 months or more. Employees who hold the above classifications on the last day of the month in which the examination is held will also be eligible provided they are at a rate of pay which is equal to or higher than the cut-off rate developed by the following formula:

22a B. JOB DESCRIPTIONS

22b ENGINEERING ESTIMATOR - 3150 50010529 ELECTRIC
- 3151 50010530 GAS
 (Beginning Classification)

D. ESTIMATOR TRAINING PROGRAM PROVISIONS

- 1) *The ETP Program Administrator may implement appropriate program controls and systems to assure effective administration and protect the integrity of the training program. The ETP Ad Hoc Committee, a joint labor-management committee, will have overall responsibility for revisions to the Estimator Training Program and will review requests for exceptions to the procedures outlined in this Agreement and the ETP User's Guide.*
- 2) *New hires entering ETP shall be placed at the beginning wage step of Estimator and begin the training with Module 1. Requests for exceptions will be referred to the ETP Ad Hoc Committee.*
- 3) *Employees entering the ETP are expected to immediately begin the training program, starting with Module 1. These employees will progress in accordance with the provisions of this Agreement (at six month intervals). Upon successful completion of the training program these employees will progress to the Senior Estimator classification.*
- 4) *When an employee successfully completes a module, his/her wage rate will be increased the next workday to the appropriate wage step, but no sooner than six months from the start of the module or the last progressive wage increase.*
- 5) *Progression shall be contingent on the successful completion of each module until the employee completes the final ETP module. The employee will then progress to Senior Engineering Estimator at the appropriate wage step. The effective date will be either the next workday, or six months from the start of the final module; whichever comes later. Promotion dates for employees entitled to accelerate may be as early as 4.5 months from start of the final module.*
- 6) *An employee entering the Estimator classification with a wage rate above the beginning step of Estimator may retain that rate as long as it does not exceed the 12-month step of Senior Engineering Estimator. If above the latter, the wage rate will be reduced to the 12-month step of Senior Engineering Estimator. The employee will receive no further increases (except for general wage increases) until progressing to a module with a wage step higher than his/her own. Upon successful completion of the training program, the employee will progress to Senior Estimator and paid in accordance with Section 15.4 (a) (1) of the Agreement.*
- 7) *A maximum of six months is allowed for completion of each module, including the on-the-job (OJT) training requirements. OJT requirements must be completed prior to taking the end-of-module exams.*
- 8) *Unsatisfactory Progress*
 - A. *Those who fail to successfully complete any module shall:*
 - *be notified of inadequate performance in writing prior to the date the trainee would be scheduled to receive the next higher wage step;*
 - *be held in his/her present wage step;*
 - *have ninety (90) days to correct the specified deficiency(ies) and one more opportunity to demonstrate successful completion; and*
 - *be removed from the program in accordance Section 22.4 ("Demotion Other Than For Lack Of Work") of the Agreement if the module is not successfully completed within the 90 day period.*
 - B. *Employees who have been removed from the program may not re-enter ETP in the same commodity without the approval of the ETP Ad Hoc Committee.*

ETP Ad Hoc Committee members will jointly apply the aforementioned provisions to the affected population and address any issues resulting from this decision. The provisions of this decision represent a final resolution of the parties' dispute regarding the implementation of the ETP.

Note: Item (D) was moved to this section from Exhibit N.

22c

RULE 20A PROGRAM LIAISON (LOA 14-03) (Added 1/28/14)
0389 51592668

A. DUTIES

Initial assignments from the tasks below will require direction and supervision; with experience the independence and responsibility will expand and the need for supervision will decrease

1. *Contact and/or meet with each governmental body on a regular basis as assigned and/or required.*
2. *Meet with public works officials (city engineers, directors of public works) to assist in the qualification and planning phases, prior to adoption of a formal resolution for Rule 20A projects. Conduct informational presentations and attend Community Meetings to disseminate information for Rule 20A projects.*
3. *Help create an accurate resolution and boundary map.*
4. *Walk project, measuring length of Underground Utility District and service laterals; walk with governmental body and estimator to ensure boundary is correct*
5. *Develop budgetary estimate of project costs using PG&E calculating tools and input from Estimating and assess whether the community has sufficient Rule 20A allocations.*
6. *Determine a reasonable customer commitment date with governmental body, with input from estimating and project services.*
7. *Communicate issues and risks promptly to supervisor*
8. *Be the Rule 20A expert and advocate for the community, fostering goodwill and trust between the customer and PG&E. Has the most current information regarding the Rule 20A Program, as provided by management. Answer questions accurately and consistently. Provide a resource for communities to have questions regarding the Program answered quickly.*
9. *Prepare project information file for Estimating and Project Manager. Provides information regarding specific Rule 20A projects and/or communities to various PG&E personnel, such as Contract Management, Land, Estimating, Environmental, Construction, Governmental Relations, WRO, etc.*
10. *Remain a continuous program and project-specific resource for the community, project manager and Estimating as needed after project is moved into Project management and Estimating phase*
11. *Ensure CPUC and SEC mandates are followed by providing accurate quarterly data*
12. *Act as an interface with other utilities regarding the Rule 20A Program. Answer questions dealing with the Program and PG&E internal processes to help facilitate the projects.*
13. *Monitor all phases of active Rule 20A projects to identify and mitigate risks/delays to ensure commitment to community is on track*

B. KNOWLEDGE/ABILITIES

- *Ability to work with internal and external customers/clients.*
- *Ability to work independently.*
- *Ability to coordinate multiple projects simultaneously and prioritize work effectively.*
- *Problem resolution and decision-making ability shows initiative and good judgment in resolving issues.*
- *Ability to lead group meetings effectively, influence stakeholders and build consensus.*
- *Strong communications and public presentation skills.*
- *Business computer skills, such as MS Office suite programs.*
- *SAP knowledge desired.*

C. QUALIFICATIONS

A bachelor's degree from an accredited college or its equivalent in education and experience. Plus 2 years experience in Project Coordination, Construction, Estimating and/or Service Planning.

D. FILLING VACANCIES

Rule 20A Program Liaison vacancies will be filled under Title 21.2 with the following process:

- 1. All vacancies beyond 21.2(d) bidders will be subject to a joint interview panel with alternating ESC preference described below. 212.2 (a), (b) and (d) bidders will be assigned before the following process is used.*
- 2. Every other vacancy will be considered "ESC preferred," meaning only ESC-represented employees who have a valid pre-bid on file will be considered. If there are no bidders, or the panel rejects all bidders, other candidates will be considered.*
- 3. For non-ESC preferred vacancies, ESC represented employees with a valid bid on file will be considered, and the Company may add other candidates, both internal and external.*
- 4. Alternation will be applied at the system-wide level within the classification.*
- 5. The panel process will be the following:*
 - (a) The company will review the bid list to determine which employees have expressed an interest in the position. Employees must have demonstrated satisfactory performance in their current position and meet the minimum qualifications of the new position to be considered for the position.*
 - (b) A selection board comprised of two management and two union appointed employees will interview all interested and qualified employees. The selection board will jointly create the interview questions and will consider the employee's current performance, assessment feedback, interview information and seniority.*
 - (c) The selection board will evaluate the candidates against the selection criteria to determine who is most qualified. In the event the board is deadlocked, a fifth member alternately selected by ESC and the Company, will be added to the panel to resolve disputes.*
 - (d) All candidates will receive feedback on the results of the interview.*

22d DIVISION MAPPING DEPARTMENTS

MAPPING TECHNICIAN

Electric 3241 50010549	Gas 3242 50010550
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Duties:

No change

Requirements:

Must pass applicable employment tests (PTB and EEI Tech Test) and possess basic computer skills. Must possess significant relevant field or industry experience, or its equivalent in training and education, for example: a relevant 2-year technical degree, a relevant technical/trade school certificate, a bachelor's degree, 2 years of experience in a classification in Exhibit A, or 2 years of experience with mapping, GIS, drafting, estimating, computers or CAD. This is not applicable to employees displaced into a Mapping Technician vacancy under Title 22. (Amended 3/1/15)

Application:

Normally new Mapping Technicians will start at the beginning rate. For relevant hiring hall/external experience/training, new Mapping Technicians may be paid not more than 10% above the beginning

	<p>rate. To avoid system pay-equity issues, any above-entry wage rate and justification will be reported to the MAP Ad Hoc Committee. An employee of the Company entering the Mapping Technician classification with a wage rate above the entry rate may retain that rate as long as it does not exceed the top of the Mapping Technician wage range. (Added 1/1/16)</p>		
22e			
22f	<p>LEAD MAPPING TECHNICIAN</p> <table border="1"> <tr> <td>Electric - 3228</td><td>Gas -3229</td></tr> </table> <p>Duties:</p> <p>Under the supervision of an exempt employee or Principal Mapping Technician, directs the work of not more than three other mapping employees.</p> <p>Performs the work of a Senior Mapping Technician and other duties as required.</p> <p><u>When regularly assigned to work alone, in the absence of other mapping personnel, under the supervision of an exempt employee performs the duties of a Senior Mapping Technician. Completed work may be reviewed for conformance with Company standards by a Principal Mapping Technician or Lead Mapping Technician at the discretion of local supervision.</u></p> <p><u>In addition, assumes responsibility for the maintenance of all maps in their operating area, the scheduling of work priorities, the timely filing of required reports, and the furnishing of mapping information to requesting parties. (Amended 3/1/15)</u></p> <p>Requirements:</p> <p>No change</p> <p>Filling Vacancies:</p> <p>Vacancies in the Lead Mapping Technician classification shall be filled as follows:</p> <p>(a) No change</p> <p>(b) No change</p> <p>Advancement of Senior Mapping Technician working at System/DCCC to a Lead Mapping Technician (Added 11/5/13)</p> <ol style="list-style-type: none"> 1) Senior Mapping Technicians working at the System Mapping Center or a DCC (Distribution Control Center) shall advance to Lead Mapping Technician after meeting both of the following requirements: <ol style="list-style-type: none"> a) Successfully completed a minimum of 6 months at the top of the rate as a Senior Mapping Technician b) Successfully passed the mutually agreed upon Expert Mapping Technician Exam. 	Electric - 3228	Gas -3229
Electric - 3228	Gas -3229		
22g	<p>EXPERT ELECTRIC MAPPING TECHNICIAN (LOA 13-30) (Added 11/5/13)</p> <p>SAP Job Code: 51576990</p> <p>Duties:</p>		

Under the Supervision of an exempt employee, directs the work of not more than 8 other mapping employees, including Lead Mapping Technicians in the Distribution Control Centers (DCC) or the Electric System Mapping Center (System Center). Additional Expert Mapping Technician positions may be created at the Company's discretion to meet business needs and the 8:1 ratio is meant as a maximum, not a limitation. Performs the work of Lead, Senior and/or Mapping Technician. Responsible for the work processes identified for the DCC and or System Center. The Expert Electric Mapping Technician will have the authority to direct Lead Mapping Technicians to work with each other and at the direction of another lead as prescribed by the Expert.

Expert Electric Mapping Technicians working in Distribution Control Centers or System Center will be responsible to provide mapping support for PG&E's Electric Distribution Control Centers and or System Center. This support consists of, but not limited to the following:

- 1. ORMap Updates for Planned Changes (CMCS)*
- 2. ORMap Updates for Unplanned Changes*
- 3. ORMap Incremental Updates*
- 4. Substation Single Line Diagrams*
- 5. Schematics*

Requirements:

Must meet the requirements of a Senior Mapping Technician (passed test) and have demonstrated the ability to direct the work of Mapping Technicians, Senior Mapping Technicians and Lead Mapping Technicians. In an agreed upon testing procedure, must successfully pass the newly developed Expert Mapping Technician Exam (Until such time as a new Expert Mapping Technician exam is developed and approved by the parties, passing of the Lead/Principal Exam revised in 2009 shall be required).

Filling Vacancies:

1. Regular Vacancies - The provisions of Title 21 shall govern the filling of Expert Mapping Technician vacancies. The successful completion of the appropriate examination is a prerequisite, and selection shall be made after consideration of the stated requirements.

2. New positions - A new Expert Mapping Technician position at a headquarters shall be filled in accordance with Section 21.2 from among those qualified employees at the headquarters only. If not filled from within the headquarters, then the job will be filled as provided in Title 21.

3. Temporary Vacancies - In the filling of temporary vacancies pursuant to Section 21.7 of the Agreement, employees shall be considered in respect to the full requirements of the classification, giving preferences where practical to those who have passed the promotional examination.

4. Provisional Expert Mapping Technicians

a. When an Expert Mapping Technician vacancy is not filled pursuant to Section 21.2 as a result of "No Qualified Bidders," the vacancy may be filled on a provisional basis from the list of pre-bidders under the provisions of Subsection 21.2(f).

b. Provisional Expert Mapping Technicians will not be allowed to bid "same or higher" classifications until the qualifications for the position, as described in Exhibit D of the Agreement, are met. Further, such employees will not be eligible for consideration under the "Critical Classification" letter agreement until such time as they meet the full requirements of the job. A Provisional Expert Mapping Technician shall be required to take the appropriate examination each time it is offered and

	<p><i>must pass within the first three attempts. If a provisional Expert Mapping Technician does not pass in three attempts, the provisions of Section 22.4 shall be effected. The testing procedure shall be in accordance with the language of Exhibit D, II, A2 of the Agreement; i.e., the Company will provide that an employee be granted paid time off to take the examination a total of three times, regardless of the employee's classification. The employee shall be granted time off with permission without pay when attempting subsequent examinations.</i></p> <p><i>C. It is the intent of the parties to fill Expert Mapping Technician vacancies with employees who have passed the Expert Mapping Technician exam. However, a former Provisional Expert Mapping Technician demoted via Section 22.4 can subsequently fill an Expert Mapping Technician vacancy pursuant to Subsection 21.2. (f) of the Agreement. In such instances, the employee would have one additional opportunity to pass the Expert exam, including exhausting the test appeal process, before Section 22.4 is again applied. This process is expected to take up to one year, after which Section 22.4 is applied. If the position cannot be filled by an employee who has passed the appropriate Expert exam, the incumbent Provisional may remain in the position, subject to the annual cycle described above.</i></p>
22h	<p>SCHEDULER - 3563 A. DUTIES</p> <p>An employee who schedules work and resources using technology that will enable the matching of work to available resources for construction, service & design functions of CGT, Electric Transmission, Gas & Electric Distribution, Field & Metering Services, and other functions and any associated support as required by the business (i.e., Power Generation, ISTS). The schedule will generally be in a 4-week window, but scheduling may extend as needed to place projects in the schedule to meet and guarantee customer and internal PG&E requirements. Confirms the completion of dependencies related to work requests prior to scheduling. Coordinates with Dispatchers and Planners as required for work that may affect daily or long term work plans. <i>(Amended 1/1/16)</i></p> <ul style="list-style-type: none"> • Receive and review work requests and develop a schedule based on priority, work type, resource availability, equipment availability and optimization opportunities • Ensure all required dependencies are completed before finalizing the schedule • Review scheduled work requests for needed resources • Assign resources to work requests (including design, field work, and emergencies) while ensuring high priority commitments are met first • Ensure that resources are available to be scheduled for appointment windows • Work with W&R Planner to resolve discrepancies with work requests and available resources • Finalize and convey the work and resource schedule • Coordinate with W&R Planner to ensure the 6 month and rolling 1 month plans are updated to reflect changes due to unplanned work (differences between the forecasted work and actual work available to be scheduled) • Accountable for scheduling all G&E maintenance tags (EPCM, leaks, etc) for compliance work meeting established guidelines, standards and compliance requirements deadlines. In addition, coordinates scheduling of ongoing routine maintenance • Track work orders to completion, taking appropriate corrective action for work not completed as scheduled • Manage daily exceptions and make modifications to the schedule based on feedback from W&R coordinators, dispatchers, designers and supervisors. • Assign resources to enable the safe accomplishment of the monthly work plan within budget. <p>B. REQUIREMENTS</p> <p>No change</p> <p>C. APPLICATION</p>

	<p><i>The ADE, Sr. Engineering Estimator, and Sr. Field Engineering Tech classifications can bid into the Scheduler position and will be considered under Subsections 21.2(a)(b) and (d). All successful bidders will need to successfully complete the 12 month Scheduler-in-Training requirements. (Added 1/1/16)</i></p> <p><u>Testing Requirements</u></p> <p>No change</p>
22i	<p>SCHEDULER-IN-TRAINING - 3564</p> <p>A. DUTIES</p> <p>Scheduler-in-Training is an employee who has successfully completed the Scheduler Qualification School and is in the course of completing 12 months of on-the-job training. Upon successful completion of these requirements and a satisfactory supervisory assessment, the employee will Progress to W&R Scheduler, receive the next higher wage step, and be required to fulfill the following:</p> <p>An employee who schedules work and resources using technology that will enable the matching of work to available resources for construction, service & design functions of CGT, Electric Transmission, Gas & Electric Distribution, Field & Metering Services, and other functions and an associated support as required by the business (i.e., Power Generation, ISTS). The schedule will generally be in a 4-week window, but scheduling may extend as needed to place projects in the schedule to meet and guarantee customer and internal PG&E requirements. Confirms the completion of dependencies related to work requests prior to scheduling. Coordinates with Dispatchers and Planners as required for work that may affect daily or long term work plans. Scheduling may be required on a 7-day basis with varied shift arrangements. (Amended 1/1/16)</p>
22j	<p>SENIOR ENGINEERING ASSISTANT – 2916 (LOA 13-16) (Amended 5/29/13)</p> <p>Performs full range of high level duties as assigned. Most assignments are at an advanced level of knowledge and application. Normally is required to provide guidance to employees in lower classifications. Significant independent action required.</p> <p><i>Generates performance metrics reports and maintains various databases including contract labor hours for several LOBs, contracts and invoice tracking dashboards, contractor performance metrics, work schedules, and other contractor metric requirements.</i></p> <p><i>Processes, monitors and analyzes Engineering department financial and job tracking data such as Procurement Requests, Change Orders, Invoices. Uses spreadsheets and databases to produce reports and charts. Leads Contract Management and ensures that approval process is consistent with Company policy.</i></p> <p><i>Establishes and maintains data collection and reporting systems for department metrics and goals. Functions as department point of contact for software system upgrades. Contributes to the development of work procedures and training manuals and guidelines.</i></p> <p><i>Acts as a guide and mentor to other Engineering Assistants.</i></p> <p>REQUIREMENTS <i>BA or BS Degree in business, finance or engineering, or its equivalent in experience and education. Knowledge of Engineering, Accounting and Procurement practices. Minimum of 3 years of experience in a relevant business field.</i></p> <p>ENGINEERING ASSISTANT II – 2917 (LA 13-16) <i>(Amended 5/29/13)</i></p>

	<p>Performs full range of advance duties under guidance. Many assignments are at an advanced level of knowledge design, construction, maintenance, or operation of the Company's plant.</p> <p><i>Supports the issuance of engineering/design service/consulting contracts including generating shopping carts, change orders, review and processing invoices, posting good receipts, tracking and record keeping, coordination with engineers, sourcing, project management, portfolio, accounting, contractors and various other PG&E stakeholders. Maintains project files and provides project documentation and status as requested.</i></p> <p>ENGINEERING ASSISTANT I – 2918</p> <p>Performs routine work under direction.</p> <p>C. REQUIREMENTS</p> <p><i>AA or AS in Engineering or its equivalent in technical education and experience. (Amended 1/1/16)</i></p>
22k	<p>6. APPLIED TECHNOLOGY SERVICES</p> <p>SENIOR ENGINEERING TECHNICIAN - 3250</p> <p>A. DUTIES</p> <p><i>Under the supervision of an employee in a higher classification, performs complex laboratory and field assignments involving responsibility for planning and conducting a complete project of relatively limited scope or a portion of a large and more diverse project. May coordinate portions of overall assignments, direct, review, analyze, and integrate the technical work of others. Will be required to assist or perform laboratory and field tests, repairs, calibrations, and investigations of a difficult nature on a wide variety of materials and equipment and prepare reports thereon. May be required to perform tests in the field without direct supervision, including dielectric testing, and may provide project supervision over other personnel. Performs the work of an Engineering Technician II and other related work duties as required. (Amended 4/10/12)</i></p> <p>B. REQUIREMENTS</p> <p><i>An AA degree or equivalent education and/or certifications in the appropriate field of technology. The successful completion of an agreed to examination offered under the guidelines of a nationally recognized engineering or scientific society will satisfy the requirements of equivalent education. The qualifications of an Engineering Technician II with five or more years' experience and the demonstrated ability to perform work of a difficult nature as evidenced by the quality and quantity of work as an Engineering Technician I and II or in the Industry with emphasis on laboratory procedures, techniques, equipment, and materials involved. (Amended 1/1/91) (Amended 1/1/914/10/12)</i></p> <p>C. APPLICATION</p> <p><i>Progression to this classification requires satisfactory work performance. (Amended 1/1/80, 1/1/12)</i></p>
22I	<p>8. CONSTRUCTION</p> <p>FIELD ENGINEER - 3100</p> <p>(Beginning Classification)</p>

	<p>A. DUTIES</p> <p>A professional employee who contributes technical and engineering services to key General Office and field personnel on construction jobs. During initial assignments may be required to learn and perform all the duties of a Field Engineering Technician and Senior Field Engineering Technician. With experience, assignments will expand to require <i>directing the work of</i> Inspectors, other Field Engineers, Field Engineering Technicians, Senior Field Engineering Technicians, and other similar field personnel. May direct the activities of certain employees or crews on job assignments requiring engineering expertise; inspect and monitor the work of contractors to assure compliance with specifications and plans; audit work under construction for current construction standards, rules, and regulations. Recommend and approve changes in construction drawings or specifications; coordinate engineering work between operating Divisions and General Construction; solve simple and complex engineering problems; make engineering studies and analysis; layout construction plans; do scheduling, budgeting, and forecasting. May be required to perform duties as an assistant supervisor when size of project requires. (Amended 1/1/16)</p>
22m	<p style="text-align: center;">NUCLEAR PLANNER - 50352681/3591</p> <p>A. DUTIES</p> <p>(SAP Planning): An employee who develops work packages and provides technical support /oversight for field personnel for design modification, construction, corrective maintenance, preventive maintenance, and recurring tasks to comply with plant licensing documents, regulatory commitments, technical specifications, preventive maintenance, and equipment qualification programs.</p> <p>Development of work instruction and packages include engineering drawings, plant administrative procedures, maintenance and construction procedures, vendor recommendations and other governing documents and specifications. Assists in determination of post maintenance testing requirements, clearance, ALARA and foreign material exclusion program information. Identifies required parts, special tools and material and coordinates generation of support activities. Performs job walkdowns to identify potential work activity interference. May develop as-built drawings and required field changes. Performs applicable final work package review and closure.</p> <p>Interfaces and assist various departments with the development of permanent and temporary design changes. Participates in preparation of preliminary job estimates, schedules, and constructability reviews. Provides technical support to field personnel, performs field inspections, prepares progress reports, monitors the work of contractors to assure compliance with applicable site procedures, management expectations, work orders, construction standards, drawings, specifications, regulations and plans. While it is recognized that some limited contractor interface will be performed by non-unit employees, the primary point of contact will be the Nuclear Planner Classification. May direct the activities of certain employees or crews on job assignments requiring technical support. Assists engineering with studies and analysis. May perform duties as assistant Supervisor when the project size warrants.</p> <p>Employees will be assigned to a primary discipline of I&C; Mechanical; Electrical; or Civil but may also be assigned to perform work on occasion in another discipline if qualified. (Amended 10/28/14)</p>
22n	<p>10. DISTRIBUTION ENGINEERS (Classification Specific Provisions from Exhibit Q)</p> <p>E. Advancement</p> <p>Progression from Associate to Distribution engineer requires either (1) 24 months in the classifications and 6 months at the top of the rate, or 2) 30 months in the classifications. (Added 1/1/12) (Amended 2/7/14)</p> <p><i>Distribution Operations Engineer (DOE) vacancies</i> <i>Distribution Operations Engineer positions will be filled per Section 21.2 within a system-wide</i></p>

bidding unit. Electric Distribution Engineers will be considered bidders per Subsection 21.2(c). Other ESC-represented bidders will be considered under Subsection 21.2(f) and (g). If there are no qualified ESC-represented bidders, or the qualified bidders decline the position, the Company may downgrade the vacancy to DOE Associate at its discretion and fill the vacancy by unrestricted appointment.

Lead Distribution Engineer vacancies.

There will be a minimum of 1 Lead DOE position in each Distribution Control Center. Lead DOE positions will be filled per Section 21.16 within a system-wide bidding unit, with the following modification. When the employer determines that there is a need to fill a vacancy at the Lead Distribution Engineer level, a selection panel per Section 21.18 will first consider qualified Distribution Operations Engineers covered by this agreement. If no DOE's apply or the panel rejects all DOE applicants, the panel may consider other applicants.

Temporary Upgrades to DOE

Temporary vacancies in journey DOE positions will be filled per Section 21.7. If there are no bidders for a particular temporary vacancy and operational needs require the temporary assignment of a DE, the Company will select the DE with the least Service within a commutable distance. The employee so selected will have the option to (1) participate in the on-call system, and will receive upgrade pay per Section 15.3 and overtime pay per Section G below, or (2) not be required to be on-call, and will not receive upgrade pay and additional hours will be paid per the standard DE additional hours policy.

G. On-call for Electric Distribution Operations Engineers (including Leads and Associates (LOA 14-02) (Added 2/7/14)

1) DOE's will be required to participate in an on-call rotation system. When on call, the employee must make all reasonable efforts to be available to respond and fit for duty. If an employee is aware that they will be unavailable for a scheduled on-call assignment, or an unpredictable situation makes the employee unavailable on short notice, they should contact their supervisor immediately.

2) On-call duty will be for one week at a time, from the end of an employee's normal workday Monday to the beginning of the employee's workday the following Monday. If there are two DOE's working on a Saturday, the on-call DOE(s) will not be required to be on call during their regular work hours on that Saturday. At the Company's discretion DOE's (including Lead and Associate DOE's) will be required to be on call 1 week out of 4, or 13 weeks per calendar year. DOE's will not be required to be on call more than then 1 week out of 4, or 13 weeks per calendar year. Establishment of the on-call rotation schedule will honor employee requests as much as possible, with seniority used as a tie-breaker where practicable. Employees may swap on-call weeks or days with management permission. Each office may establish its own practices for setting and modifying the on-call rotation schedule.

3) In order to avoid fatigue and the possibility of human performance errors, DOE's working excessive hours during an on-call week will be provided with reasonable rest, as appropriate following notification and discussion with their supervisor.

4) Requests for temporary removal from the on-call rotation due to personal circumstances or hardships not to exceed 6 months will not be unreasonably denied.

5) As practicable, DOE's will be provided tools and may work remotely to provide after-hours and weekend support when responding to the incident does not require their physical presence at the DCC; however, DOE's must report to the DCC to provide support when

operational circumstances require, or when directed by their immediate supervisor.

6) During the on-call week, DOE's (including Associates and Leads) will be eligible for additional compensation at the 1.5x rate for all hours worked performing on-call duties outside of their normal work hours. They shall be paid at this rate for not less than two hours. The on-call compensation policy is exclusive of time worked immediately contiguous with the employee's regular workday when the employee is performing duties other than supporting the control center during an emergency. All other additional hours worked during the on-call week will continue to be compensated per the Distribution Engineers Additional Time Worked Section (Exhibit D.IV.8.F).

7) Management may offer additional opportunities for other Distribution Engineers to participate in the on-call rotation. Selection will be made per Section 21.7 using the bid list for that DCC. Distribution Engineers who participate in the on-call rotation will be upgraded for the week per Subsection 15.3.b and will be eligible for additional compensation at the 1.5x rate for all hours worked performing on-call duties outside of their normal work hours. They shall be paid at this rate for not less than two hours. They will have the same on-call expectations and responsibilities described above.

H. 4x10 and Saturday work schedules for Electric Distribution Operations Engineers (including Associates) (Added 2/7/14)

1) The Company may offer the 4x10 Wednesday to Saturday work schedule to DOE's. By agreement with the Union, other 4x10 schedules including a Saturday may be offered instead or in addition.

2) The Company will determine the number of 4x10 schedule opportunities to be offered in each DCC.

3) If there are more volunteers than opportunities, the 4x10 schedule will be assigned to the volunteer(s) with the most service.

4) If there are no DOE volunteers (including Associates), the Company may offer the 4x10 schedule to the Lead DOE.

22o Provisions for Gas Distribution Engineers at the Gas Distribution Control Center (DCC) (LA 14-10) (Added 3/27/14)

1. General Schedule and Compensation

a. Gas DCC Engineers will work a basic work week of three days per week, 12 hours per day in order to meet the requirements of the position. Although this requires a minimum of 36 hours of work per week, they will be paid the same monthly rate as other Gas Distribution Engineers who work five days per week. This will be communicated in all job postings and made clear to all employees bidding into the position prior to their acceptance of the position.

b. Gas DCC Engineers will be considered full-time exempt monthly employees for all purposes of the ESC contract.

c. The work day will be 6:30am to 6:30pm. After the initial six months and prior to one year after implementation of this Letter Agreement, the Company will have the option to switch to a 6am-6pm schedule, with 30 days' notice to affected employees.

d. The Company's goal is to have a Gas DCC Engineer on duty in the DCC up to seven days per week, 365 day per year. The Company and Union have discussed that five Engineers cover the schedule with on-call responsibilities, while providing adequate time for rest to avoid fatigue, especially if one or more Engineers is on vacation or sick leave or otherwise unavailable. If there are less than five Engineers on staff, the Company may choose to reduce coverage to six or fewer days per week.

2. Overtime

a. *Overtime for Gas DCC Engineers is defined as:*

- i. *time worked in excess of three days in a workweek (Sunday through Sat);*
- ii. *time worked in excess of 12 hours on a workday;*
- iii. *time worked on a holiday (see below).*
- iv. *time worked outside of regular hours on a workday.*

b. *All overtime for Gas DCC Engineers responding to on-call duties will be paid at the rate of one and one-half times the straight rate of pay. A minimum of two hours will be paid for work performed during an on call period as described in 3.b. All other overtime hours will be paid in accordance with Gas Distribution Engineering policy.*

3. *On-Call*

a. *Gas DCC Engineers will be required to participate in an on-call rotational system. When on call, the employee must make all reasonable efforts to be available to respond and to be fit for duty. If an employee is aware that they will be unavailable for a scheduled on-call assignment, or an unpredictable situation makes the employee unavailable on short notice, the employee should immediately contact his or her supervisor.*

b. *On-call duty will generally be from 6:30pm on one day until 6:30am on the following day, except when 24 hour on-call is assigned for Saturdays, Sundays or Holidays. If the work day is changed to 6am-6pm, this provision will change to match that schedule.*

c. *At the Company's discretion Gas DCC Engineers will be required to be on call no more than 25% of the time, on a calendar quarterly basis. Employees will be informed no less than four weeks in advance that they will be on-call. Any requests to swap should be made as soon as possible and, except in the case of an emergency, must be made no less than one week in advance.*

d. *In order to avoid fatigue and the possibility of human performance errors, DCC Engineers working excessive hours will be provided with reasonable rest, as appropriate, following notification and discussion with their supervisor.*

e. *Requests for temporary removal from the on-call rotation due to personal circumstances or hardships not to exceed 30 days will not be unreasonably denied.*

f. *Gas DCC Engineers who wish to work remotely to provide after-hours and non-workday support when responding to an incident does not require their physical presence at the DCC will be provided a laptop and cell phone, which shall be subject to the company's policy regarding use of company equipment. However, employees must report to the Distribution Control Center to provide support when operational circumstances require and when requested by management.*

4. *Accrued Benefits*

a. *Holidays*

i. *Currently, employees are entitled to 10 eight-hour holidays and three eight hour floating holidays. Employees will continue to observe these same holidays subject to the following provisions:*

ii. *Eight hours' pay will be paid for the following holidays.*

- 1. *New Year's Day*
- 2. *Martin Luther King, Jr. Day*
- 3. *President's Day*
- 4. *Memorial Day*
- 5. *Independence Day*

	<p>6. Labor Day 7. Veteran's Day 8. Thanksgiving Day 9. Friday after Thanksgiving 10. Christmas Day</p> <p>iii. Employees will be allowed to bank holiday hours for use at a later time. iv. To supplement the eight hours of holiday pay, employees may use hours from their three Floating Holidays (24 hours total), banked holiday hours, or accrued vacation hours. v. An employee scheduled to work on a holiday will be paid at 1.5 times for hours worked, except for the Day After Thanksgiving, which is paid at straight time in accordance with Title 8.1(d). In addition to pay for working the holiday, an employee will be permitted to take 12 hours pay or allowed to "Bank" the holiday hours. vi. An employee not scheduled to work on a holiday will schedule another day off as the holiday using banked holiday hours if available for use.</p> <p>b. Vacation accrual. Gas DCC Engineers will accrue a total amount of vacation per section 9.2 based upon working 40 hours per week. All other provisions of Title 9 will apply. Despite being considered monthly employees, Gas DCC Engineers will be permitted to use Unanticipated Vacation per section 9.14., up to 12 hours consecutively, c. Sick time accrual and usage will follow Title 11.</p>
22p	<p>12. PROJECT ENGINEERING (LOA 07-18, Classification Specific Provisions from Exhibit T)</p> <p>G. Professional Membership and Training (Amended 1/1/16) The company shall pay for basic national membership and one local chapter membership in the appropriate professional association for each employee.</p> <p>The Company shall pay for basic national membership and one local chapter membership in the appropriate professional association for each employee.</p> <p>Reimbursement of professional registration (PE) license fees shall follow current practices: Company shall reimburse employees for the first PE exam, but not for second and later exams. Company shall reimburse PE registration renewal fees. PE review courses shall be attended on the employee's time; reimbursement of tuition from eligible programs will continue to be covered under the Tuition Refund Program.</p> <p>Based on the employee's approved developmental plan, Company shall reimburse for reasonable costs incurred attending conferences or training specific to the Project Engineering discipline, such as vendor training. Employees will not be paid for additional time beyond normal work hours to attend training or conferences; however, the time spent traveling to or from training may be considered as time worked under the provisions of Title 7 Hours as provided in this letter agreement. Programs reimbursed by the Tuition Refund program are not eligible for Additional Time Worked compensation.</p> <p>Company shall meet with the union annually to discuss the training opportunities, developmental plans, and the distribution of the program among the employees. In order to provide transparency, the Company will provide the Union with information including which employees have requested and attended trainings, the type and content of trainings attended, etc.</p>
22q	<p>15. Project Managers and Project Controls Analysts (LOA 08-18, Classification Specific Provisions from Exhibit W)</p>

	<p>D. Professional Certifications and Memberships (Amended 5/27/15)</p> <p>Employees will be reimbursed, through tuition assistance or other program, for PMP/CAPM and PSP/EVP examination and renewal costs, fees, and appropriate preparation courses, including Continuing Education Units. Selection and enrollment in programs will be in conjunction with annual developmental plans. Time spent attending training, if approved, may be considered as time worked. Decisions on approvals will be made at the Director level.</p> <p>Reimbursement of professional registration (e.g., PMP, CAPM, PE, PSP, EVP) license fees shall follow current practices: Company shall reimburse employees for the first exam, but not for second and later exams. Company shall reimburse registration renewal fees. Review courses shall be attended on employee's time; tuition is covered under Tuition Refund Program.</p> <p>Expert Project Controls Analyst Provisions (LOA 15-11) (Added 5/27/15)</p> <ol style="list-style-type: none"> 1) <i>Each Expert PCA position posted will be for either "Earned Value" or "Scheduling," as needed and determined by the Company, and this will be clearly identified at the time of posting and may not be changed while an incumbent is in the position.</i> 2) <i>The minimum additional requirement for Expert PCA is the PSP or EVP certificate depending on position being filled: PSP for Expert PCA in Scheduling, EVP for Expert PCA in Earned Value. Qualified Senior and Journey PCA may also perform "Earned Value" analysis within their respective current classifications.</i> 3) <i>The position will be filled when an operational need exists.</i> 4) <i>All candidates will be required to pass a jointly-developed competency assessment with a jointly developed scoring mechanism and cutoff score. This assessment will be given when a vacancy occurs, in advance of interviews, either in writing or by computer, and all candidates (internal and external) must pass in order to be considered by the interview panel. The assessment will be jointly revised as needed; it is not necessary to develop a new assessment exam when vacancies occur close together. A candidate who has successfully passed the assessment will not be required to take the assessment again.</i> 5) <i>Vacancies will be filled under Section 21.16. For implementation of Subsection 21.16(c), the first candidates to be assessed and interviewed shall be only other ESC-represented Senior PCA's. Only if no such candidates apply, or the panel rejects all candidates in this round, will second round assessments and interviews be held. Second round assessments and interviews will include all other ESC-represented and non-represented employees.</i>
22r	<p>24. GENERATION INTERCONNECTION (LA 13-36) (Added 12/12/13)</p> <p>GENERAL PROVISIONS</p> <p><i>The provisions below apply to the EGI Interconnection Manager, EGI Account Representative, EGI Business Analyst and EGI Contract Manager lines of progression. Provisions for all classifications are listed here and job descriptions are shown below.</i></p> <p>A. TRAINING</p> <p><i>Company shall meet with the union annually to discuss the training opportunities, developmental plans, and the distribution of the program among the employees. In order to provide transparency, the company will provide the union with information including which employees have requested and attended trainings, the type and content of trainings attended, etc.</i></p> <p>B. ADVANCEMENT ASSOCIATE TO JOURNEY LEVEL EGI POSITIONS</p> <p><i>EGI Associates who meet the requirements of the Journey level in their Line of Progression and are</i></p>

performing satisfactorily in their current classification shall advance to journey level.

C. FILLING EGI (JOURNEY) INTERCONNECTION MANAGER VACANCIES

For filling of EGI Interconnection Manager vacancies under Title 21.2 (f) or (g), the following process will be used:

- 1) The company will review the bid list to determine which employees have expressed an interest in the position. Employees must have demonstrated satisfactory performance in their current position and meet the minimum qualifications of the new position to be considered for the position.*
- 2) A selection board comprised of two management and two union appointed employees will interview all interested and qualified employees. The selection board will jointly create the interview questions and will consider the employee's current performance, assessment feedback, interview information and seniority.*
- 3) The selection board will evaluate the candidates against the selection criteria to determine who is most qualified. To the extent that the board cannot agree on which candidate is most qualified and the candidates possess substantially equal qualifications, the most senior candidate will be selected*
- 4) All candidates will receive feedback on the results of the interview.*

D. ADVANCEMENT TO SENIOR LEVEL EGI POSITIONS

For promotions to Sr. EGI Interconnection Manager, Sr. EGI Business Analyst and Sr. EGI Contract Manager under Title 21.2(c), (e), (f), or (g), the following process will be used to select among employees within the same bid priority:

- 1) The company will review the bid list to determine which employees have expressed an interest in the position. Employees must have demonstrated satisfactory performance in their current position and meet the minimum qualifications of the new position to be considered for the position.*
- 2) A selection board comprised of two management and two union appointed employees will interview all interested and qualified employees. The selection board will jointly create the interview questions and will consider the employee's current performance, assessment feedback, interview information and seniority.*
- 3) The selection board will evaluate the candidates against the selection criteria to determine who is most qualified. To the extent that the board cannot agree on which candidate is most qualified and the candidates possess substantially equal qualifications, the most senior candidate will be selected*
- 4) All candidates will receive feedback on the results of the interview.*

**EGI INTERCONNECTION MANAGER – ASSOCIATE (LOA R1-14-18) (Amended 10/31/14)
51587857 (0382)**

A. SUMMARY

This Interconnection Manager position is the first in progression and is responsible for managing the interconnection request while serving as the interface between the interconnection customer and the various Company departments involved in the interconnection process. This position handles the scope, schedule and cost of interconnection requests that are processed under FERC and/or CPUC jurisdiction that can interconnect to transmission and/or distribution voltages. In this role, there are no

direct reports; rather people and other resources are coordinated with as part of a project team. External contacts include management of customer relationships. Interconnection project duration is typically less than 1 year. The level of responsibility of this position increases with experience.

B. JOB DUTIES

1. Manages generation interconnection process
2. Interprets FERC and CPUC tariffs, rules and regulations.
3. Develops, negotiates, coordinates and tenders interconnection agreements.
4. Manages interconnection process from receipt of interconnection inquiry and/or application through the settlement process and/or first accurate customer bill.
5. Monitors interconnection request and contractual milestone dates, tasks and status
6. Communicates interconnection status on a regular basis to all stakeholders.
7. Identifies project performance issues, analyzes and addresses them in a timely manner.
8. Ensures timely execution of interconnection process milestones in compliance with applicable tariff and retains appropriate records for compliance quality assurance.
9. Proactively manage contracts and interact with and support clients (contract counterparties, as well as stakeholders in other departments within PG&E). If necessary, manage contractual amendments documents that may arise during implementation or after execution of the contract.
10. Responsible for managing a portfolio of generation interconnection requests to ensure coordination of all contract obligations.
11. Identifies and communicates contractual issues to impacted stakeholders.
12. Maintains interconnection records and documentation such as interconnection application, technical studies, contract development work papers, project status reports, customer correspondence and other documentation for generator interconnections.
13. Manages invoicing process for deposits required for engineering, procurement and construction and ensures deposits are collected.
14. Review and assist in the preparation of project settlements
15. Manages interconnection agreement development for existing generators requiring contract conversion.
16. Provides support to Journey and Senior Interconnection Managers in performance of risk assessments to identify and prioritize operational, regulatory, financial, technology, reputation, and other business risks.
17. Assists with the design and implementation of internal controls.
18. Under supervision, assesses the level at which controls are operating.
19. Assists with internal and external audit and data requests.
20. Provides support to Journey and Senior Interconnection Managers in establishing and managing corrective action program.
21. Provides support to maintain repository of compliance requirements and controls. Provides support for EGI on IT initiatives and implementation.
22. Assists with development of standards, procedures, and training materials that support compliance and controls awareness.
23. Responsible for execution of internal controls.

C. KNOWLEDGE/ABILITIES

1. Strong familiarity with FERC and CPUC tariff documents
2. Ability to work with internal and external customer/clients.
3. Ability to handle many interconnection requests simultaneously and prioritize work effectively.
4. Problem resolution and decision making ability.
5. Demonstrates initiative and good judgment in resolving issues
6. Ability to lead group meetings effectively and influence others to build agreement.
7. Demonstrates strong competence/proficiency in written and verbal communications.
8. Good facilitation and presentation skills.
9. Business computer skills, such as Microsoft Office Suite, ENOS, CC&B, ABS, SAP, DART, ECTS, GIS and Visio.

10. Ability to refer to the applicable clauses of the tariff to facilitate the project.

D. REQUIREMENTS

A bachelor's degree from an accredited college or its equivalent in education and experience. Plus 1 year experience in project management, project controls, service planning, engineering, auditing, and/or construction if PG&E/2 years if outside hire.

**EGI INTERCONNECTION MANAGER – JOURNEY (LOA R1-14-18) (Amended 10/31/14)
51587859 (0383)-**

A. SUMMARY

This is a career or journey Interconnection Manager position that requires mastery of the Associate level Interconnection Manager skills and duties and is responsible for managing the interconnection process for generation interconnections. This position serves as a single point of contact for those interconnection requests. Use independent judgment in managing the interconnection process while working with minimal supervision as well as interacting with senior internal and external contacts. Communicate effectively with peers, supervisors, customers and business partners by sharing and seeking information and ideas.

B. JOB DUTIES

All job duties of the Associate EGI Interconnection Manager. Additional job duties include:

- 1. Manages customer relationships and leverages partner relationships, developing, negotiating, coordinating and tendering agreements*
- 2. Expertise in tariffs and policies and influencing appropriate stakeholders.*
- 3. Manages special policy issues/assignments as directed by Supervisor.*
- 4. Performs risk assessments to identify and prioritize operational, regulatory, financial, technology, reputation, and other business risks.*
- 5. Under limited supervision, assesses the level at which controls are operating.*
- 6. Helps establish and manage corrective action program.*
- 7. Provides support to maintain repository of compliance requirements and controls.*
- 8. Assists with development of standards, procedures, and training materials that support compliance and controls awareness.*
- 9. May provide guidance on how tariffs apply in different circumstances.*
- 10. As requested, may serve as Subject Matter Expert for EGI on IT initiatives and implementation.*

C. KNOWLEDGE/ABILITIES

- 1. Knowledge and experience with both distribution and transmission voltage interconnection projects.*
- 2. Uses independent judgment in selecting and applying correctly the applicable FERC and CPUC tariffs and agreements related to the interconnection project.*
- 3. Knowledge of internal control principles.*
- 4. Knowledge of business risk assessment methodologies.*
- 5. Ability to collect, analyze, and interpret qualitative and quantitative data.*
- 6. Strong understanding of FERC and CPUC regulatory requirements.*

D. REQUIREMENTS

A bachelor's degree from an accredited college or its equivalent in education and experience. Must include minimum 3 year experience in transmission, distribution, business planning, service planning, engineering, construction/project management, accounting, auditing, and/or finance if PG&E/4 years if

hired externally.

EGI INTERCONNECTION MANAGER – SENIOR(LOA R1-14-18) (Amended 10/31/14)

51587860 (0384)-

A. SUMMARY

This job is the fully qualified, career oriented, Senior Interconnection Manager position that requires mastery of the journey level Interconnection Manager job duties. Under general direction, exercises judgment and discretion and is responsible for all aspects of the development and implementation of assigned interconnections and provides a single point of contact for those projects. Project duration is generally multi-year, require significant coordination and partnership with other departments and entities such as: CA ISO, Division Engineering, Service Planning, Project Management, System Protection (T&D) Transmission Operations, Tariffs, Transmission Planning, Electric Transmission Rates, Law, Metering, ES&S and Billing. Assignments will have high visibility, require extensive tariff application experience and often require specific discipline and areas of expertise. Routinely asked to consult on projects that are assigned to other Interconnection Managers. Routinely consulted by other lines of business for interconnection expertise.

B. DUTIES

All job duties of the Journey EGI Interconnection Manager. Additional job duties include:

- 1. Makes presentations to PG&E senior management as appropriate.*
- 2. Represents PG&E at CPUC and other industry workshops and conferences*
- 3. Arbitrates and resolves conflicts within the interconnection agreement terms.*
- 4. Provides expertise on interconnection processes and contract interpretation*
- 5. Mentors and provides guidance to less experienced EGI Interconnection Managers.*
- 6. Handles escalated customer complaints and issues from Account Representatives and less experienced Interconnection Managers*
- 7. Analyzes business processes and work procedures, and design and recommend improvements*
- 8. Provides Subject Matter Expert testimony to regulatory agencies*
- 9. Partner with governmental, regulatory, business partner or community entities, using skilled negotiation, tact and diplomacy.*
- 10. Designs and implements internal controls.*
- 11. Designs and executes tests to assess level at which controls are operating.*
- 12. Responds to internal and external audit and data requests.*
- 13. Develops and maintains repository of regulatory requirements and controls.*
- 14. Develops standards, procedures, and training materials that support compliance.*
- 15. Manages corrective action program.*
- 16. May work with Regulatory Relations, Law and other internal stakeholders to develop and file tariff changes with CPUC.*
- 17. May represent EGI in internal PG&E committees on policy decisions.*
- 18. May provide input on comments for decisions by regulatory agencies such as CPUC, FERC and CAISO.*
- 19. As requested, may present EGI data to regulatory agencies such as CPUC, FERC and CAISO on a regular basis.*

C. KNOWLEDGE/ABILITIES

- 1. Knowledge of negotiating techniques, subject matter expertise*
- 2. Superior ability to interface with and across supporting organizations.*
- 3. Knowledge of internal control principles.*
- 4. Knowledge of business risk assessment methodologies.*

5. *Ability to collect, analyze, and interpret qualitative and quantitative data.*
6. *Strong understanding of FERC and CPUC regulatory requirements*

D. REQUIREMENTS

A bachelor's degree from an accredited college or its equivalent in education and experience. Must include minimum 5 year experience in transmission, distribution, business planning, service planning, engineering, construction/project management, accounting, auditing, and/or finance if PG&E/6 years if hired externally.

EGI ACCOUNT REPRESENTATIVE (LOA R1-14-18) (Amended 10/31/14) 51587861 (0372)

A. SUMMARY

A journey level representative position that is accountable to manage NEM (Net Energy Metering) customer and internal stakeholder communications to ensure timely NEM customer interconnection.

B. DUTIES

1. *Respond to and resolve escalated NEM project issues from NEM clerk team*
2. *Resolve medium technical issues*
3. *Manage customer interconnection application process that enables customer interconnection within specified compliance and customer timelines*
4. *Create Job Notifications for Disconnect/Reconnect requests and System Upgrade work.*
5. *Work with ESP relations and Demand*
6. *Manage the Non-Export Rule 21 Solar Schools interconnection process*
7. *Facilitate the resolution of Expanded NEM customer issues with impacted stakeholder departments*
8. *Train and mentor newly hired EGI NEM dept clerks.*
9. *Monitor and manage database work queues and address problems proactively*
10. *Initiate vendor and customer contacts to effect customer satisfaction and minimize potential delays*
11. *Develop strong relationships with internal stakeholder departments*
12. *Coordinate field visits to VNEM projects w/local IPE's, vendors and standards groups*
13. *Manage Special Facilities process for specialized VNEM metering*

C. KNOWLEDGE/ABILITIES

1. *PG&E rates and tariffs proficiency*
2. *Expert Microsoft Office suite, ENOS, ABS and CC&B user.*
3. *Exceptional communication, interpersonal relationship skills and attention to detail*

D. REQUIREMENTS

*A bachelor's degree from an accredited college or its equivalent in education and experience.
1 year related experience if hired externally*

EGI BUSINESS ANALYST 51587862 (0385)

A. SUMMARY

An Analyst position that provides support to Associate to Journey Interconnection Manager level distribution and/or transmission interconnection requests with guidance of Senior EGI Business Analysts and management. Work may require direction from EGI Interconnection Manager, Supervisors and Manager. Frequent external contact with other PG&E departments

B. DUTIES

1. Regularly produce standard reports from EGI databases, including but not limited to Sarbanes Oxley report (quarterly reports), Revenue Accounting – Transmission Project Billing Credits, Distribution generation cost tracking, etc.
2. Perform regular queries to produce FERC and CPUC compliance reports and billing inquiries.
3. Perform monthly QF Conversion (cost of ownership) reconciliations.
4. Assist in providing detailed specifications and cost/benefit analysis of proposed changes and enhancements.
5. Manage all incoming funds for generation interconnections, including capital, expense and other balance sheet. Reconcile outstanding billing documents.
6. Create and Close study and expense order numbers
7. Assist in developing and administering training material specific to enhancements of customer software that is vital to communication process improvements.
8. Perform accounting settlement for interconnection projects.
9. Manages invoicing process for deposits required for engineering, procurement and construction and ensures deposits are collected and in compliance with contracts.
10. Receives and processes new applications for distribution interconnection queue. Ensures timely processing in compliance with tariff application milestone durations.

C. REQUIREMENTS

A bachelor's degree from an accredited college or its equivalent in education and experience. Must include minimum 1 year experience in transmission, distribution, business planning, construction/project management, accounting, and/or finance if hired externally.

EGI BUSINESS ANALYST – SENIOR 51587863 (0386)

A. SUMMARY

A Senior level Analyst position that provides support to Sr. EGI Interconnection Manager level distribution and/or transmission interconnection requests with minimal guidance. Work may require direction from more senior EGI Interconnection Managers, Supervisors, Manager and Director. Frequent interaction with internal partners.

B. DUTIES

May perform all the functions of the journey EGI Business Analyst and in addition:

1. Represent EGI regarding technical issues with various stakeholders (e.g. ISTS, Account Services, CSI and SGIP groups).
2. Produce custom, non-standard or ad-hoc reports as requested.
3. Identify project cost variances, investigate suspicious charges and provide recommendations for corrective actions.
4. Analyze and validate actual charges to project orders, and take corrective actions as necessary.
5. Provide current project cost-to-date necessary to manage costs effectively.
6. Train other EGI employees on systems and compliance.
7. Act as point of contact for software system updates, enhancements and modifications.
8. Work with appropriate departments to resolve systems issues and implement solutions or program enhancements.
9. Prepares ad-hoc reports on contracts as required by the CPUC or FERC or internal clients.

C. KNOWLEDGE/ABILITIES

Expert user of Excel and reporting tools such as Business Objects, BRIO or MS Access; working knowledge of SQL and basic Requirements Analysis. Comprehensive knowledge of ENOS and other specialized EGI applications and knowledge of CC&B, DART, FAS and other company applications that impact EGI processes;

D. REQUIREMENTS

A bachelor's degree from an accredited college or its equivalent in education and experience, plus 3 years PG&E experience in transmission, distribution, business planning, accounting, and/or finance; or 4 years of related experience if hired externally.

EGI CONTRACT MANAGER

515878610 (0387)

A. SUMMARY

The EGI Contract Manager is responsible for the management of generation interconnection contracts and contractual obligations. This position works with EGI Interconnection Managers and the project execution team to ensure contractual milestones, including engineering, procurement and construction milestones are met.

B. DUTIES

- 1. Proactively monitor and report out on contractual obligations and interact with and support contract counterparties, as well as stakeholders in other departments within PG&E.*
- 2. Document agreed upon changes or amendments that may arise during the life of the interconnection contract.*
- 3. Prepare regular compliance reports on contract administration and performance status of contractual obligations.*
- 4. Identifies and communicates contractual issues to EGI Interconnection Managers and project execution teams prior to start of construction and ongoing throughout life of generating facility.*
- 5. Communicates signed contracts to all relevant parties to provide contract visibility and awareness.*
- 6. Works with EGI Interconnection Manager to resolve contractual issues associated with generation interconnections.*
- 7. Manages contractual records and documentation such as receipt and control of contract correspondence, contractual changes, executed contracts and other documentation for projects.*
- 8. Works with EGI Interconnection Manager to ensure contract close-out, extension or renewal.*
- 9. Provides support to Interconnection Manager in the preparation of project settlements.*
- 10. Monitors financial security postings for interconnection projects.*
- 11. Manages EGI's obligations in the filing and reporting of executed contracts, including terminations and amendments, to the applicable regulatory agency.*
- 12. Prepares ad-hoc reports on contracts as required by the CPUC or FERC or internal clients.*
- 13. Generate monthly Health Report data from SAP or other systems*
- 14. Ensure all order numbers are correctly assigned to each project and charges are applied correctly.*
- 15. Review and provide communications or documentation to the Accounting team to start billing for all executed agreements*
- 16. Prepare amendments and manage all agreements once the generating facilities achieve commercial operation.*
- 17. Leads investigation required for dispute resolution on post-COD contracts.*

C. REQUIREMENTS

A bachelor's degree from an accredited college or its equivalent in education and experience. Must include minimum 1 year experience in transmission, distribution, business planning, construction/project management, accounting, and/or finance if hired externally.

**EGI CONTRACT MANAGER – SENIOR (LA 13-36) (Added 12/12/13)
51587865 (0388)**

A. SUMMARY

The Senior EGI Contract Manager is responsible for oversight and review of PG&E's electric interconnection contracts. This position reviews performance and metrics at the portfolio and department-wide level, is responsible for reporting on contracts, and assists with process improvements for the EGI contracts processes and reporting processes.

B. DUTIES

1. *May perform all the duties of the EGI Contract Manager and in addition:*
2. *Develops and implements procedures for contract administration in compliance with company policy. As appropriate, contributes to or influences company policies.*
3. *Monitors and reports on scope, cost and schedule for generation interconnection projects using RAG status indicators*
4. *Provides expertise on contract interpretation to EGI Interconnection Managers.*
5. *Performs thorough review of contracts and related documents, identifying critical information or patterns. Identify potential contractual issues and solutions. Review potential or proposed changes to contracts and ensure that changes can be implemented.*
6. *Performs analysis of contracts in support of internal and CPUC or FERC policy. Monitor regulatory proceedings at the FERC and CPUC, specifically as it affects contract administration. Provide analysis to help guide PG&E's policy with regards to contracts. Implement contractual changes that result from changes in regulation.*
7. *Develops and recommends process improvement ideas and implement if appropriate and directed.*
8. *Develops and refines Business Requirements for software and system implementations to gain work efficiencies (e.g. ECTS)*
9. *Develops and facilitates training sessions for internal and external partners/stakeholders on new and revised Contract Management processes*

C. REQUIREMENTS

A bachelor's degree from an accredited college or its equivalent in education and experience, plus a minimum of three years as an EGI Contract Management Analyst . Or 5 years' experience in transmission, distribution, business planning, construction/project management, accounting, and/or finance if hired EGI externally.

22s 25. TRANSMISSION PLANNING (LOA 13-36) (Added 12/12/13)

A. Advancement

Advancement from Associate to Journey as follows: *Transmission Planning Associates who meet the requirements for advancement to Journey and are performing satisfactorily in their current classification shall advance to Journey upon reaching 3 years experience.*

Advancement from Journey to Senior as follows: *Transmission Planning Journeys who meet the requirements for advancement to Senior and are performing satisfactorily in their current classification may advance to Senior upon reaching 8 years of either Company or external experience or any combination thereof, provided that the Company determines that an operational need exists for an additional Senior Transmission Planning Engineer.*

If, when an operational need exists, more than one Journey is qualified to advance as set forth above, the Company shall select the employee whose ability and personal qualifications make him/her most qualified for the job. If ability and personal qualifications are substantially equal, Seniority shall prevail.

B. Vacancies

If, when an operational need exists, no one in the discipline is qualified to advance as set forth above, a vacancy exists, and shall be filled as described in Sections 21.15 through 21.18.

When vacancies occur, a selection board of two management and two union appointed employees will interview applicants, using jointly developed job qualifications and interview questions. If the selection board decides there are too many applicants to interview for a particular opening, it will decide which applicants to interview by screening applications against the selection criteria.

In half of the vacancies to be filled for Associate and Journey positions, and for all more senior vacancies, only ESC-represented employees will be considered for interviews. If no ESC-represented candidates apply, or if the selection board determines (as described below) that the ESC candidates are not qualified, additional candidates from within and outside the unit may be considered. For the remaining Associate or Journey vacancies, the Company may add candidates from outside the unit.

C. Senior Consulting Engineers

When vacancies occur at the level of Senior Consulting Engineer, the selection panel will first consider qualified Senior Engineers covered by this agreement. If no Senior Engineers apply, or the panel rejects all Senior Engineer applicants, the panel may consider other candidates.

D. Senior Advising Engineer

When considering candidates for Senior Consulting Engineer vacancies, the selection committee may elect to fill a Senior Advising Engineer position if the best qualified candidate does not possess an active California Professional Engineer registration. The duties and pay range will be the same for Senior Advising and Senior Consulting Engineers. If the Company elects to fill vacancies, the Company shall determine if creating a Senior Advising Engineer position is appropriate and will notify the selection committee.

E. Promotional Consideration

Additionally, an eligible employee may request special consideration for promotion no more than once per calendar year, when an operational need does not exist. The question of whether such a special promotion is appropriate shall be considered by the selection board with tie breaking decisions allotted to PG&E.

F. Performance Standards

Employees shall continue to be covered by the current performance appraisal/development process. The performance appraisal form may be modified by Company from time to time, but significant and or substantive changes to the standards used must first be bargained with the Union.

G. Professional Membership and Training

The company shall pay for basic national membership and one local chapter membership in the appropriate professional association for each employee.

Reimbursement of professional registration (PE) license fees shall be as follows: Company shall reimburse employees for the first PE exam, but not for second and later exams. Company shall reimburse PE registration renewal fees. PE review courses shall be attended on the employee's time; reimbursement of tuition from eligible programs will continue to be covered under the Tuition Refund Program.

Based on the employee's approved developmental plan, Company shall reimburse for reasonable

costs incurred attending conferences or training specific to the Transmission Planning discipline, such as vendor training. Employees will not be paid for additional time beyond normal work hours to attend training or conferences; however, the time spent traveling to or from training may be considered as time worked under the provisions of Title 7 Hours as provided in this letter agreement. Programs reimbursed by the Tuition Refund program are not eligible for Additional Time Worked compensation.

Company shall meet with the union annually to discuss the training opportunities, developmental plans, and the distribution of the program among the employees.

H. Additional Time Worked

The current exempt employee additional time worked policy will remain in place with these provisions:

- On a regular work day, all additional work time must be approved in advance and only approved time worked in excess of 2 hours beyond the end of a regular work day shall be considered as time worked for purposes of calculating overtime.
- On a non-work day, time must be approved in advance and all approved hours worked shall be considered time worked for purposes of calculating overtime.
- Overtime shall be paid at the straight time rate.

The first two additional hours worked on a regular workday are not compensated

I. Work Jurisdiction

The number of supervisors doing bargaining unit work will not exceed five, and the percentage of bargaining unit work those supervisors perform as compared to their total workload will be no more than 50%.

22t

Letter of Agreement 13-36 (AMTAG Agreement)

26. METERING ENGINEERS

METERING ENGINEERS

A. Performance Standards

Employees shall continue to be covered by the current performance appraisal/development process. The performance appraisal form may be modified by Company from time to time, but significant and or substantive changes to the standards used must first be bargained with the Union.

B. Professional Membership and Training

The company shall pay for basic national membership and one local chapter membership in the appropriate professional association for each employee.

Reimbursement of professional registration (PE) license fees shall be as follows: Company shall reimburse employees for the first PE exam, but not for second and later exams. Company shall reimburse PE registration renewal fees. PE review courses shall be attended on employee's time; tuition is covered under Tuition Refund Program.

Based on the employee's approved developmental plan, Company shall reimburse for reasonable costs incurred attending conferences or training specific to the discipline, such as vendor training. Employees will not be paid for additional time beyond normal work hours to attend training or conferences; however, the time spent traveling to or from training may be considered as time worked

under the provisions of Title 7 Hours as provided in this letter agreement. Programs reimbursed by the Tuition Refund program are not eligible for Additional Time Worked compensation.

Company shall meet with the Union annually to discuss the training opportunities, developmental plans, and the distribution of the program among the employees. In order to provide transparency, the Company will provide the Union with information including which employees have requested and attended trainings, the type and content of trainings attended, etc.

C. Advancement

Advancement from Associate to Journey as follows: Meter Engineering Associates who meet the requirements for advancement to Journey and are performing satisfactorily in their current classification shall advance to Journey upon reaching 3 years experience.

Advancement from Journey to Senior as follows: Meter Engineering Journeys who meet the requirements for advancement to Senior and are performing satisfactorily in their current classification may advance to Senior upon reaching 8 years of either Company or external experience or any combination thereof, provided that the Company determines that an operational need exists for an additional Meter Engineering Senior in the classification of the Journey to be advanced.

If, when an operational need exists, more than one Journey is qualified to advance as set forth above, the Company shall select the employee whose ability and personal qualifications make him/her most qualified for the job. If ability and personal qualifications are substantially equal, Seniority shall prevail.

D. Vacancies

If, when an operational need exists, no one in the discipline is qualified to advance as set forth above, a vacancy exists, and shall be filled as described in Sections 21.15 through 21.18.

When vacancies occur, a selection board of two management and two union appointed employees will interview applicants, using jointly developed job qualifications and interview questions. If the selection board decides there are too many applicants to interview for a particular opening, it will decide which applicants to interview by screening applications against the selection criteria.

In half of the vacancies to be filled for Associate and Journey positions, and for all more senior vacancies, only ESC-represented employees will be considered for interviews. If no ESC-represented candidates apply, or if the selection board determines (as described below) that the ESC candidates are not qualified, additional candidates from within and outside the unit may be considered. For the remaining Associate or Journey vacancies, the Company may add candidates from outside the unit.

E. Senior Consulting Engineer Vacancies

When vacancies occur at the level of Senior Consulting Engineer, the selection panel will first consider qualified Senior Engineers covered by this agreement. If no Senior Engineers apply, or the panel rejects all Senior Engineer applicants, the panel may consider other candidates.

F. Senior Advising Engineer

When considering candidates for Senior Consulting Engineer vacancies, the selection committee may elect to fill a Senior Advising Engineer position if the best qualified candidate does not possess an active California Professional Engineer registration. The committee may grant preference among candidates with relatively equal qualifications to a candidate with a PE over a candidate without a PE. The duties and pay range will be the same for Senior Advising and Senior Consulting Engineers.

G. Promotional Consideration

Additionally, an eligible employee may request special consideration for promotion no more than once per calendar year, when an operational need does not exist. The question of whether such a special promotion is appropriate shall be considered by the selection board with tie breaking decisions allotted to PG&E.

H. Additional Time Worked

The current exempt employee additional time worked policy will remain in place with these provisions:

- On a regular work day, all additional work time must be approved in advance and only approved time worked in excess of 2 hours beyond the end of a regular work day shall be considered as time worked for purposes of calculating overtime.
- On a non-work day, time must be approved in advance and all approved hours worked shall be considered time worked for purposes of calculating overtime.
- Overtime shall be paid at the straight time rate.

The first two additional hours worked on a regular workday are not compensated

I. Work Jurisdiction

The number of supervisors doing bargaining unit work will not exceed two, and the percentage of bargaining unit work those supervisors perform as compared to their total workload will be no more than 20%.

22u

Letter of Agreement 13-36 (AMTAG Agreement)

27. AUTOMATION AND POWER QUALITY ENGINEERS

AUTOMATION AND POWER QUALITY ENGINEERS

A. Performance Standards

Employees shall continue to be covered by the current performance appraisal/development process. The performance appraisal form may be modified by Company from time to time, but significant and or substantive changes to the standards used must first be bargained with the Union

B. Professional Membership and Training

The company shall pay for basic national membership and one local chapter membership in the appropriate professional association for each employee.

Reimbursement of professional registration (PE) license fees shall be as follows: Company shall reimburse employees for the first PE exam, but not for second and later exams. Company shall reimburse PE registration renewal fees. PE review courses shall be attended on employee's time; tuition is covered under Tuition Refund Program.

Based on the employee's approved developmental plan, Company shall reimburse for reasonable costs incurred attending conferences or training specific to the discipline, such as vendor training. Employees will not be paid for additional time beyond normal work hours to attend training or conferences; however, the time spent traveling to or from training may be considered as time worked under the provisions of Title 7 Hours as provided in this letter agreement. Programs reimbursed by the Tuition Refund program are not eligible for Additional Time Worked compensation.

Company shall meet with the Union annually to discuss the training opportunities, developmental

plans, and the distribution of the program among the employees. In order to provide transparency, the Company will provide the Union with information including which employees have requested and attended trainings, the type and content of trainings attended, etc.

C. Advancement

Advancement from Associate to Journey as follows: Automation/Power Quality Associates who meet the requirements for advancement to Journey and are performing satisfactorily in their current classification shall advance to Journey upon reaching 3 years experience.

Advancement from Journey to Senior as follows: Automation/Power Quality Journeys who meet the requirements for advancement to Senior and are performing satisfactorily in their current classification may advance to Senior upon reaching 8 years of either Company or external experience or any combination thereof, provided that the Company determines that an operational need exists for an additional Automation/Power Quality Senior in the classification of the Journey to be advanced.

If, when an operational need exists, more than one Journey is qualified to advance as set forth above, the Company shall select the employee whose ability and personal qualifications make him/her most qualified for the job. If ability and personal qualifications are substantially equal, Seniority shall prevail.

D. Vacancies

If, when an operational need exists, no one in the discipline is qualified to advance as set forth above, a vacancy exists, and shall be filled as described in Sections 21.15 through 21.18.

When vacancies occur, a selection board of two management and two union appointed employees will interview applicants, using jointly developed job qualifications and interview questions. If the selection board decides there are too many applicants to interview for a particular opening, it will decide which applicants to interview by screening applications against the selection criteria.

In half of the vacancies to be filled for Associate and Journey positions, and for all more senior vacancies, only ESC-represented employees will be considered for interviews. If no ESC-represented candidates apply, or if the selection board determines (as described below) that the ESC candidates are not qualified, additional candidates from within and outside the unit may be considered. For the remaining Associate or Journey vacancies, the Company may add candidates from outside the unit.

E. Senior Consulting Engineer Vacancies

When vacancies occur at the level of Senior Consulting Engineer, the selection panel will first consider qualified Senior Engineers covered by this agreement. If no Senior Engineers apply, or the panel rejects all Senior Engineer applicants, the panel may consider other candidates.

F. Senior Advising Engineer

When considering candidates for Senior Consulting Engineer vacancies, the selection committee may elect to fill a Senior Advising Engineer position if the best qualified candidate does not possess an active California Professional Engineer registration. The committee may grant preference among candidates with relatively equal qualifications to a candidate with a PE over a candidate without a PE. The duties and pay range will be the same for Senior Advising and Senior Consulting Engineers.

G. Principal Automation Engineer Vacancies

When vacancies occur at the level of Principal Engineer, the selection panel will first consider qualified Senior Consulting or Advising Automation Engineers covered by this agreement. If no Senior Consulting/Advising Automation Engineers apply, or the panel rejects all Senior Consulting/Advising

	<p><i>Automation Engineer applicants, the panel may consider other candidates.</i></p> <p><i>There is no Principal classification in the Power Quality line of progression.</i></p> <p>H. Promotional Consideration</p> <p><i>Additionally, an eligible employee may request special consideration for promotion no more than once per calendar year, when an operational need does not exist. The question of whether such a special promotion is appropriate shall be considered by the selection board with tie breaking decisions allotted to PG&E.</i></p> <p>I. Additional Time Worked</p> <p><i>The current exempt employee additional time worked policy will remain in place with these provisions:</i></p> <ul style="list-style-type: none"> <i>o On a regular work day, all additional work time must be approved in advance and only approved time worked in excess of 2 hours beyond the end of a regular work day shall be considered as time worked for purposes of calculating overtime.</i> <i>o On a non-work day, time must be approved in advance and all approved hours worked shall be considered time worked for purposes of calculating overtime.</i> <i>o Overtime shall be paid at the straight time rate.</i> <p><i>The first two additional hours worked on a regular workday are not compensated</i></p> <p>J. Work Jurisdiction</p> <p><i>The number of supervisors doing bargaining unit work will not exceed two in Automation and one in Power Quality, and the percentage of bargaining unit work those supervisors perform as compared to their total workload will be no more than 15% in Automation and 50% in Power Quality.</i></p>
22v	<p>28. TRANSMISSION OPERATIONS ENGINEERING (LOA 15-06) (Added 3/31/15)</p> <p>A. Job Bidding, Promotion and Transfer</p> <p><i>A selection board comprised of two management and two union appointed employees will interview all interested and qualified employees using jointly-developed job qualifications and interview questions, both for open positions and for advancement between career stages.</i></p> <p>Advancement from Associate to Journey level and Journey to Senior level</p> <p><i>Associate Transmission Operations Engineers reaching 3 years of Transmission Operations experience will be reviewed by the board to determine if they are qualified to advance to Journey Transmission Operations Engineer; Journey Transmission Operations Engineers reaching 8 years of Transmission Operations experience will be reviewed by the board to determine if they are qualified to advance to Senior Transmission Operations Engineer.</i></p> <p><i>If the board determines that the candidate is qualified, the candidate will advance to the next career stage. If the board determines that the candidate is not qualified to advance, the supervisor will develop and provide a program of training and mentoring to assist the candidate in meeting the qualifications for the position. The candidate shall have the right to re-apply to the board after a minimum of 6 months. If the board again determines that the candidate is not qualified to advance, he/she shall have the right to re-apply after 12 months and every 12 months thereafter.</i></p> <p>Vacancies for Associate, Journey and Senior Transmission Operations Engineer</p> <p><i>When vacancies occur at the level of Associate, Journey or Senior Engineer, the selection board will</i></p>

interview all interested and qualified employees, using jointly-developed job qualifications and interview questions. The selection board shall evaluate the candidates against the selection criteria to determine who is most qualified. Only ESC represented titles will be considered for alternate vacancies for Associate, Journey, or Senior Engineer. If the selection board determines that the interested ESC parties are not qualified for the position, additional candidates from within and outside the unit may be considered.

For the remaining vacancies in these classifications, the Company may add candidates for consideration. In either case, applicants must meet minimum qualifications in order to be considered by the selection board.

Vacancies for Senior Consulting Transmission Operations Engineer

When vacancies occur at the level of Senior Consulting Engineer, the selection panel will first consider only qualified Senior Transmission Operations Engineers covered by this agreement. If no Senior Engineers apply, or the panel rejects all Senior Engineer applicants, the panel may consider other candidates.

B. Senior Advising Engineer

When considering candidates for Senior Consulting Engineer vacancies, the selection committee may elect to fill a Senior Advising Engineer position if the best qualified candidate does not possess an active California Professional Engineer registration. The duties and pay range will be the same for Senior Advising and Senior Consulting Engineers. If the Company elects to fill vacancies, the Company shall determine if creating a Senior Advising Engineer position is appropriate and will notify the selection committee.

C. Performance Standards

Employees shall continue to be covered by the current performance appraisal/development process. The performance appraisal form may be modified by Company from time to time, but significant and or substantive changes to the standards used must first be bargained with the Union.

D. Professional Membership and Training

The company shall pay for basic national membership and one local chapter membership in the appropriate professional association for each employee.

Reimbursement of professional registration (PE) license fees shall be as follows: Company shall reimburse employees for the first PE exam, but not for second and later exams. Company shall reimburse PE registration renewal fees. PE review courses shall be attended on the employee's time; reimbursement of tuition from eligible programs will continue to be covered under the Tuition Refund Program.

Based on the employee's approved developmental plan, Company shall reimburse for reasonable costs incurred attending conferences or training specific to the Transmission Operations discipline, such as vendor training. Employees will not be paid for additional time beyond normal work hours to attend training or conferences; however, the time spent traveling to or from training may be considered as time worked under the provisions of Title 7 Hours as provided in this letter agreement. Programs reimbursed by the Tuition Refund program are not eligible for Additional Time Worked compensation.

Company shall meet with the union annually to discuss the training opportunities, developmental plans, and the distribution of the program among the employees.

E. Additional Time Worked

Exempt employees will be eligible for compensation at the straight-time rate of pay for work beyond normal work schedules, subject to the conditions contained below:

- 1) Employee receives prior authorization from a supervisor, manager or director within the department to work beyond normal daily work schedule or on a non-workday to meet critical work requirements, including time worked by telecommuting or remote access or on Regular Days Off associated with Alternative Work Schedules.*
- 2) Employee works at least two hours beyond the normal daily work schedule, or works on a non-workday. On normal workdays, only the time beyond the initial two hours beyond the normal work schedule will be compensated. On non-workdays, all time worked will be compensated*
- 3) Employee is not eligible for any other type of special incentive to offset additional time worked.*

F. Two-hour minimum callout for Transmission Operations Engineers

When employees are required to report for work on workdays outside of their regular work hours, they shall be paid at the straight-time rate of pay for not less than two hours including any travel time, provided, however, that if they continue to work into or beyond regular work hours, they shall be paid additional compensation only for travel time from their homes and for actual work time up to regular hours. When employees are required to report for work on non-workdays or on holidays, they shall be paid at the straight-time rate of pay for not less than two hours including any travel time.

Such reporting may include telephone, remote computer access, and other methods of response; however incidental phone calls of less than 5 minutes will not be considered a callout

G. "ETEC" duty

- 1. This section is intended to apply to "physical ETEC" activation. During "Virtual ETEC" activation TOE's will continue to respond to emergencies as they usually do. There are no additional specific Transmission Operations Engineer (TOE) duties associated with "Virtual ETEC."*
- 2.*
 - a. As far in advance as practicable prior to ETEC activation, the Company will solicit appropriate and qualified TOE volunteers.*
 - b. After soliciting volunteers the Company will send out a schedule providing staffing in shifts not to exceed 12 hours. The company will establish the schedule using the preferences of the volunteers as much as possible, but if there are not enough volunteers then the Company may assign shifts to TOE's who did not volunteer.*
 - c. If a TOE has an issue with a particular ETEC shift assignment, the TOE may make arrangements to swap with another TOE and report changes to their supervisor.*
 - d. If employees have hardships that would prevent them from fulfilling ETEC responsibilities and are unable to find a swap, they should request removal from the ETEC schedule. Reasonable requests pursuant to bona fide hardships will not be unreasonably denied.*
- 3. Employees shall be eligible for compensation at the straight time rate of pay for all ETEC duties performed outside of regular work hours, including associated travel time in accordance with section 7.6(b).*
- 4. Workload expectations will be adjusted if there is a call-in.*
- 5. The parties agree to establish a joint process improvement initiative to review the staffing and other workflow functions of the ETEC with respect to the Transmission Operations Engineers.*
- 6. "ETEC P&I Chief" duty is agreed to be an exclusive management function.*

H. Work Jurisdiction and Principal Engineers

The amount of bargaining unit work performed by Supervisors will be no more than 1.5 FTE's, and no supervisor will spend more than 50% of their total work time on bargaining unit work. There is one present incumbent Principal Engineer who is a supervisor. When this individual vacates this position, it will be converted to a Supervisor position. Any future Principal Engineer positions created in Transmission Operations will be bargaining unit positions and the Company will negotiate salary range and job description with the Union.

22w 29. SMARTMETER OPERATIONS CENTER (LOA 15-07) (Added 4/5/15)

A. Advancement

Advancement from Associate to Journey/Career as follows: SMOC Associates who meet the requirements for advancement to Journey/Career and are performing satisfactorily in their current classification shall advance to Journey/Career upon reaching the minimum number of years of experience.

Advancement from Career/Journey to Senior as follows: SMOC career or journey level employees who meet the requirements for advancement to Senior and are performing satisfactorily in their current classification may advance to Senior upon reaching the minimum number of years of either Company or external experience or any combination thereof, provided that the Company determines that an operational need exists for an additional SMOC Senior in the employee's Line of Progression.

If, when an operational need exists, more than one Career/Journey employee is qualified to advance as set forth above, the Company shall select the employee whose ability and personal qualifications make him/her most qualified for the job. If ability and personal qualifications are substantially equal, seniority shall prevail.

Advancement from Senior to Expert as follows: SMOC senior level employees who meet the requirements for advancement to Expert level and are performing satisfactorily in their current classification may advance to Expert upon reaching the minimum number of years of either Company or external experience or any combination thereof, provided that the Company determines that an operational need exists for an additional SMOC Expert in the employee's Line of Progression.

If, when an operational need exists, more than one Senior employee is qualified to advance as set forth above, the Company shall select the employee whose ability and personal qualifications make him/her most qualified for the job. If ability and personal qualifications are substantially equal, seniority shall prevail.

B. Vacancies in Monthly Classifications

If, when an operational need exists, no one in the discipline is qualified to advance as set forth above, a vacancy exists, and shall be filled as described in Sections 21.15 through 21.18.

When vacancies occur, a selection board of two management and two union appointed employees will interview applicants, using jointly developed job qualifications and interview questions. If the selection board decides there are too many applicants to interview for a particular opening, it will decide which applicants to interview by screening applications against the selection criteria.

In half of the vacancies to be filled for monthly Associate and Career/Journey positions, and for all more senior vacancies, other than those for which special skills or experience are required, only ESC-represented employees will be considered for interviews. If no ESC-represented candidates apply, or if the selection board determines (as described below) that the ESC candidates are not qualified, additional candidates from within and outside the unit may be considered. For the remaining

Associate or Career/Journey vacancies, the Company may add candidates from outside the unit.

C. Promotional Consideration

Additionally, an eligible employee may request special consideration for promotion no more than once per calendar year, when an operational need does not exist. The question of whether such a special promotion is appropriate shall be considered by the selection board with tie breaking decisions allotted to management.

D. Performance Standards

Employees shall continue to be covered by the management performance appraisal/development process. The performance appraisal form may be modified by Company from time to time, but significant and or substantive changes to the standards used must first be bargained with the Union.

E. Professional Membership and Training

Any courses or training that is required by the Company will be paid for by the Company. Time spent in classes and associated travel time and expenses will be paid following the applicable contract provisions for hourly and monthly employees.

Based on the employee's approved developmental plan, Company shall reimburse for reasonable costs incurred attending conferences or training specific to the employee's discipline, such as vendor training. Employees will not be paid for additional time beyond normal work hours to attend training or conferences; however, the time spent traveling to or from training may be considered as time worked under the provisions of Title 7 Hours as provided in this letter agreement. Programs reimbursed by the Tuition Refund program are not eligible for Additional Time Worked compensation.

Company shall meet with the union annually to discuss the training opportunities, developmental plans, and the distribution of the program among the employees.

F. Additional Time Worked

Exempt employees will be eligible for compensation at the straight-time rate of pay for work beyond normal work schedules, subject to the conditions contained below:

- 1) Employee receives prior authorization from a supervisor, manager or director within the department to work beyond normal daily work schedule or on a non-workday to meet critical work requirements, including time worked by telecommuting or remote access or on Regular Days Off associated with Alternative Work Schedules.
- 2) Employee works at least two hours beyond the normal daily work schedule, or works on a non-workday. On normal workdays, only the time beyond the initial two hours beyond the normal work schedule will be compensated. On non-workdays, all time worked will be compensated.
- 3) Employee is not eligible for any other type of special incentive to offset additional time worked.

G. On-Call Policy for SMOC Employees

1. An on-call calendar will be established for the IT Applications Operations Analysts. The number of on-call employees for a given week will depend on the qualifications of the available workforce. If an employee is qualified to support all applications and is the only person on call for a week, the employee will be given the Friday following an on-call week as a paid day off.
2. On-call duty will be for one week: from the end of the employee's regular workday Friday to the beginning of the employee's regular workday the following Friday.
3. When on call, the employee must make all reasonable efforts to be available to respond and fit for duty. If an employee is aware that they will be unavailable for a scheduled on-

	<p>call assignment, or an unpredictable situation makes the employee unavailable on short notice, they should contact their supervisor immediately.</p> <ol style="list-style-type: none"> 4. Employees will be informed no less than 4 weeks before that they will be on-call. 5. On-call duty will be rotated and equally distributed among qualified employees. Employees may, with management permission, swap on-call weeks. Any requests to swap should be made as soon as possible and, except in the case of an emergency, must be made no less than one week in advance. 6. Employees must be qualified to support the application(s) for which they are placed on the On-call calendar. 7. Requests for temporary removal from the on-call rotation due to personal circumstances or hardships not to exceed 6 months will not be unreasonably denied. 8. For monthly employees, time worked after the first 2 hours of work performed during an on-call week shall be compensated at the straight-time rate. <p>Job Descriptions Job Descriptions are published in Appendix 1 of this Agreement.</p>
22x	<p>30. GAS STATION ENGINEERING (LOA 15-18) (Added 9/16/15)</p> <p>(Gas Project Engineer, Control Systems Engineer, Power Systems Engineer (Gas))</p> <p>A. Advancement Advancement from Associate to Journey as follows: Gas Engineering Associates who meet the requirements for advancement to Journey and are performing satisfactorily in their current classification shall advance to Journey upon reaching 3 years experience.</p> <p>Advancement from Journey to Senior as follows: Gas Engineering Journeys who meet the requirements for advancement to Senior and are performing satisfactorily in their current classification may advance to Senior upon reaching 8 years of either Company or external experience or any combination thereof, provided that the Company determines that an operational need exists for an additional Senior Engineer in that Line of Progression.</p> <p>If, when an operational need exists, more than one Journey is qualified to advance as set forth above, the Company shall select the employee whose ability and personal qualifications make him/her most qualified for the job. If ability and personal qualifications are substantially equal, Seniority shall prevail.</p> <p>B. Associate-Journey-Senior Engineer Vacancies When vacancies occur at the level of Associate, Journey or Senior Engineer, a selection board comprised of two management and two union appointed employees will interview all interested and qualified employees, using jointly-developed job qualifications and interview questions. The selection board shall evaluate the candidates against the selection criteria to determine who is most qualified.</p> <p>Only ESC represented titles will be considered for alternate vacancies for Associate, Journey, or Senior Engineer. If the selection board determines that the interested ESC parties are not qualified for the position, additional candidates from within and outside the unit may be considered. For the remaining vacancies in these classifications, the Company may add candidates for consideration. In either case, applicants must meet minimum qualifications in order to be considered by the selection board.</p> <p>C. Senior Consulting and Principal Engineers When vacancies occur at the level of Senior Consulting Engineer, the selection panel will first consider</p>

qualified Senior Engineers within the Line of Progression. If no Senior Engineers apply, or the panel rejects all Senior Engineer applicants, the panel may consider other candidates.

When vacancies occur at the level of Principal Engineer, the selection panel will first consider qualified Senior Consulting Engineers within the Line of Progression. If no Senior Consulting Engineers apply, or the panel rejects all Senior Consulting Engineer applicants, the panel may consider other candidates.

D. Senior Advising Engineer

When considering candidates for Senior Consulting Engineer vacancies, the selection committee may elect to fill a Senior Advising Engineer position if the best qualified candidate does not possess an active California Professional Engineer registration. The duties and pay range will be the same for Senior Advising and Senior Consulting Engineers. If the Company elects to fill vacancies, the Company shall determine if creating a Senior Advising Engineer position is appropriate and will notify the selection committee.

E. Promotional Consideration

Additionally, an eligible employee may request special consideration for promotion no more than once per calendar year, when an operational need does not exist. The question of whether such a special promotion is appropriate shall be considered by the selection board with tie breaking decisions allotted to PG&E.

F. Performance Standards

Employees shall continue to be covered by the current performance appraisal/development process. The performance appraisal form may be modified by Company from time to time, but significant and or substantive changes to the standards used must first be bargained with the Union.

G. Professional Membership and Training

The company shall pay for basic national membership and one local chapter membership in the appropriate professional association for each employee.

Reimbursement of professional registration (PE) license fees shall be as follows: Company shall reimburse employees for the first PE exam, but not for second and later exams. Company shall reimburse PE registration renewal fees. PE review courses shall be attended on the employee's time; reimbursement of tuition will continue to be covered.

Based on the employee's approved developmental plan, Company shall reimburse for reasonable costs incurred attending conferences or training specific to the employee's discipline, such as vendor training. Employees will not be paid for additional time beyond normal work hours to attend training or conferences; however, the time spent traveling to or from training may be considered as time worked under the provisions of Title 7 Hours as provided in this letter agreement. Programs reimbursed by the Tuition Refund program are not eligible for Additional Time Worked compensation.

Company shall meet with the union annually to discuss the training opportunities, developmental plans, and the distribution of the program among the employees.

H. Additional Time Worked

Exempt employees will be eligible for compensation at the straight-time rate of pay for work beyond normal work schedules, subject to the conditions contained below:

- 1. Employee receives prior authorization from a supervisor, manager or director within the department to work beyond normal daily work schedule or on a non-workday to meet critical work requirements, including time worked by telecommuting or remote access or on Regular Days Off associated with Alternative Work Schedules.*
- 2. Employee works at least two hours beyond the normal daily work schedule, or works on a*

non-workday. On normal workdays, only the time beyond the initial two hours beyond the normal work schedule will be compensated. On non-workdays, all time worked will be compensated

3. Employee is not eligible for any other type of special incentive to offset additional time worked.

I. Stamping of Documents and Drawings

1. Senior Consulting Level and Principal Level Engineers are required to have a current California PE license. Their job duties include signing and stamping and acting as the engineer in "responsible charge" for engineering drawings, specifications, reports, or documents that are to be released for construction.
2. The PE license is not required for Journey and Senior Engineers.
3. Journey or Senior Engineer with a PE license may be required to stamp their own documents/drawings and act as the engineer in "responsible charge" of a project.
4. In recognizing the critical safety importance of engineering drawings and documents for gas facilities, the Company and Union agree to discuss the subject of quality control and design review processes for drawings and documents in an ad-hoc committee. The committee will commence within two months of implementation and conclude within one year of commencing.
5. Any engineer who stamps documents must meet all the following criteria:
 - a. hold a current and valid California PE license in the applicable field of engineering,
 - b. be fully competent and proficient by education and experience in the field or fields of professional engineering relevant to the project,
 - c. possess sufficient knowledge of the project to make, or review and approve, the engineering decisions for the project, and
 - d. be capable of answering questions asked by other similarly licensed, competent and proficient engineers so as to leave little question as to the engineer's technical knowledge of the engineering performed.

J. Work Jurisdiction

1. Facilities Engineers may perform the duties of these classifications in emergencies, and for repair and restoration of existing equipment, including replacement of components, if qualified per the job description, but replacement of systems and new equipment installation projects are the jurisdiction of these classifications.
2. Control Systems Engineers may be assigned any work within the job description of Power Systems Engineer which they are qualified to perform and vice-versa.

K. Out-of-State Employees

1. There are currently two employees, both Principal Project Engineers, headquartered out of state in Houston, Texas.
2. PG&E will provide an office space near their residence for each out-of-state employee which will be considered their headquarters. PG&E will not relocate this office beyond 50 miles from the current HQ location without agreement of the employee. PG&E will also provide an office space for their use at the appropriate PG&E facility in California.
3. Out-of-state employees will be reimbursed for required travel expenses, including lodging and meals. Travel time except for travel from Texas to California and back outside regular work hours will be considered work time and reimbursed under the additional time worked policy.
4. The Company will not require an out-of-state employee to travel to PG&E territory more than two times in any calendar month unless business needs require additional visits to California.
5. The Company will meet and confer with the Union prior to hiring any additional out-of-state employees in these classifications.

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20. POWER GENERATION (LOA 10-08, Classification Specific Provisions from Exhibit Z-2)

J. Maintenance Planner Provisions (LOA 15-21) (Added 9/17/15)

	<ol style="list-style-type: none"> 1. <i>Associate Maintenance Planners who meet the job qualifications of a journey Maintenance Planner and who are performing the job duties of their current classification satisfactorily shall advance to Journey.</i> 2. <i>Entry Maintenance Planner is a non-union position which may perform all the duties of the Associate Maintenance Planner, under the training, guidance and direction of a journey Maintenance Planner. Entry Maintenance Planners who meet the job qualifications of an Associate Maintenance Planner and who are performing the job duties of their current classification satisfactorily shall be reclassified to Associate Maintenance Planner within the ESC bargaining unit. No individual will remain as an Entry Maintenance Planner for more than accumulative total of 18 months.</i> 3. <i>Vacancies in the Maintenance Planner line of progression will be filled as follows: .</i> <ol style="list-style-type: none"> a. <i>Any vacancy will first be posted at the appropriate level to ensure that there is one Journey level and one Associate level Maintenance Planner at a headquarters.</i> b. <i>After attempting to ensure the requirements of subsection a above are met, subsequent vacancies will be posted at the Journey level for the sole purpose of providing existing Journey level Maintenance Planners the opportunity to make lateral movement.</i> c. <i>If the position is not filled through lateral movement, the Company may post the vacancy at the journey or Associate level at its option.</i> d. <i>During any Title 22 action, any vacancies for Entry Maintenance Planner will be converted to Associate Maintenance Planner vacancies and made available to affected employees who meet the qualifications for the Associate position.</i> 4. <i>Associate Maintenance Planners will not be assigned to work in an office without a journey Maintenance Planner as much as practicable; if circumstances require that an Associate MP works in an office without a journey MP, the Company will provide for remote guidance and direction by a journey MP and as much face-to-face time with the journey MP as deemed necessary.</i>
22z	<p>9. LAND/CORPORATE REAL ESTATE (LOA 06-06, Classification Specific Provisions from Exhibit R)</p> <p>Add H. GIS Development Work Jurisdiction (added 1/2014) (LOA 15-24)(Added 11/13/15)</p> <p>H. GIS Development Work Jurisdiction (added 1/2014)</p> <p>The Company and Union acknowledge that the GIS database is a key component of asset management and work in and on the GIS system is shared jurisdiction and will continue to be performed by non-unit employees.</p> <p>The definition of "Shared GIS Jurisdiction" is that GIS activities take place both within GIS Analytics group and IT, but the key difference is the location of the work. Work inside the Enterprise GIS systems presumes certain high levels of scope, risk, lifetime, and size of user group as outlined in the matrix below. This work falls under IT and other non-union Business Technical Specialists in GIS.</p> <p>Work in GIS systems outside the Enterprise presumes the work is analytical in nature and intended to support task-oriented needs. This work falls under GIS Analytics. This also presumes that the GIS Analytics group will have access to an analytic environment and have the ability to maintain and manage data, write programs, schedule tasks, create services and perform other functions within the analytic environment. Analytics group will also have access to a copy of enterprise data updated at the appropriate interval.</p> <p>Definition of "Enterprise GIS": GIS systems running in PG&E's production environment that</p>

automatically interface with other systems that involve large workforces and programs, whose sphere of influence is large enough that it exposes the company to risk in areas like SOX, CPUC, FERC, NERC, Control Center Operations, legal, regulatory, compliance, financial, etc., at leadership levels.

Definition of "Non-Enterprise GIS": GIS systems outside of the interconnected Enterprise that can derive useful and effective outputs for clients or projects, whose sphere of influence is individuals, client workgroups or large projects. If the work involves financial or legal risk it is on a scale that the receiving client is willing to assume on behalf of the company.

Additional Clarifications

- A. The GIS Analytics group may perform some functions of the Enterprise GIS if specifically requested by the client groups on an exception basis and approved by IT.
- B. Existing tools currently maintained by the GIS Analytics group (such as MapGuide) will continue to be maintained by this group. When a tool developed by the GIS Analytics group changes from Non-Enterprise to Enterprise usage, the Company will assign non-union personnel to support the maintenance of the tool and will collaborate with the GIS Analysts on prototyping, developing, and testing for the tool. Enhancements will be prototyped in a sandbox environment
- C. The GIS Analytics group will supply Enterprise-level data and web tools for all "non-asset spatial data," including flood zones, habitat conservation plan areas, snow loading zones, wildfire risk areas, corrosion zones, PG&E internal jurisdictional boundaries, etc.
- D. Gas Operations Integrity Management, Engineering, and Support personnel perform analytics on asset and non-asset spatial data related to Transmission and Distribution pipelines for the purposes of supporting the Transmission and Distribution Integrity Management Plans, related safety and compliance goals, engineering decisions, investigations, mitigation, and quality reviews of contractor/employee field work. It is not the intent of this LOA to change the status quo.

The definitions of Enterprise and Non-Enterprise above govern the application of the chart below:

	Item	Non-Union Enterprise	GIS Analysts (ESC) Non-Enterprise (except Land Base)
1	Responsible for all operations of the GIS system of record for electric & gas asset data (including database, editing tools and enterprise web viewers)	Yes	No Downstream user of "lite" version of the asset data. Loads snapshots/extracts of asset datasets obtained on a weekly (or other) interval into GIS Analytics database for support of clients.
2	Responsibility is to maintain the enterprise asset datasets from an engineering or operational perspective	Yes	No
3	Responsibility is to provide	No	Yes

	spatial data analysis services in direct support of all PG&E departments, from a geographic perspective		
4	Supplies data and web tools to PG&E's largest groups of asset editors (Mappers & Estimators)	Yes for asset data	No for asset data, Yes for non-asset data such as Land Base, environmental etc. or if the data or tools were specifically requested by the asset editing groups
5	up-time	24-7-365	M-F 8-5
6	Data from this system directly feeds enterprise systems like SAP or CC&B.	Yes	No, except for non-asset data that may be used enterprise-wide (such as Land Base)
7	Builds digital web maps	Yes, for enterprise asset client groups	Yes
8	Analyze the overlay and geographic interaction of multiple assets with one another and with non-asset spatial data	No	Yes
9	Programming code	Yes This group includes programmers who write and maintain code in enterprise environments (systems that connect to other systems and have legal/regulatory/compliance/financial implications).	Yes Programmers in this group write and maintain code that remains outside of enterprise software platforms.
10	Small scale non-enterprise GIS projects	No	Yes
11	Prototype non-enterprise GIS tasks quickly	No	Yes
12	Incoming GIS work requests are regularly reviewed and commonly understood across the Business and IT	Yes	Yes
13	Output formats include those that are designed for small workgroups or individual teams	No	Yes
14	Techniques include database management	Yes	Yes, but outside of enterprise database platforms.
15	Tasks and techniques include cartography, data visualization, environmental modeling, predicting risks; deriving synthesized results to support decision-making, providing alternatives assessments, performing constraints analyses and site suitability analyses,	No	Yes

	calculating spatial statistics, demonstrating "what-if" scenarios.		
23	<p style="text-align: center;">EXHIBIT E</p> <p><u>EDUCATIONAL ASSISTANCE</u></p> <p>The Company shall provide a program of partial reimbursement for tuition and required textbooks as follows:</p> <p><u>ELIGIBILITY</u></p> <p>A. Any regular full-time employee on the active payroll of the Company is eligible to participate in the plan.</p> <p>B. Only courses taken at a Western College Association accredited college or university through its regular program of instruction, its correspondence program, its extension division; or its evening division; or at a national <u>Distance Education Training Center</u> accredited correspondence school; or schools selected by the Company are acceptable for refund. Approved courses are those that add to effectiveness in the job or to acquire qualifications for positions to which the employee could reasonably expect to advance. (Amended 1/1/94, 7/24/13)</p> <p>C. The employee must earn a grade of "C" (or equivalent) or better in each course to qualify for a tuition refund.</p> <p>D. An employee eligible for educational aid through federal and state educational programs or veterans' benefits is not eligible for refund from the Company for tuition or fees for the same course of instruction.</p> <p>E. Attendance at these courses shall not interfere with the regular working hours of the employee.</p> <p><u>PROCEDURE</u></p> <p>An employee who desires to receive such tuition refund shall, prior to his enrollment in a course of study, submit in writing through his supervisor to his local Human Resources Department for approval and details of the course for which this refund will be sought. The employee, at this time, must state that he is not eligible for educational aid through federal or state educational programs or for veterans' educational benefits.</p> <p>Employees should submit this request for approval at least 10 days prior to the enrollment date to allow ample time for processing. (Amended 7/24/13)</p> <p>Within 45 days after completion of the approved course, the employee shall submit the following in triplicate to his local Human Resources Manager or Representative. (Amended 7/24/13)</p> <p>(A) copies of his certificate of completion with a grade of "C" (or equivalent) or better, in each course.</p> <p>(B) copies of his receipt indicating monies paid for the above courses and textbooks. (Amended 1/1/88)</p> <p>(C) other materials as requested in the case of home-study courses.</p>		

REFUNDS

After successful completion of an approved course of study, a refund of 100 percent of the direct costs will be made. Direct costs apply only to registration fees, tuition, required textbooks, laboratory fees, and other charges made by the institution such as program fees, department based college academic fees, academic fees, and technology fees required for on-line education. Costs of materials and equipment purchased separately by the employee are not covered. (Amended 1/1/94, 7/15/13)

(A) Refunds will be made only for those approved courses begun on or after January 1, 1967.

(B) Refunds will be made only for courses in which regular employees enrolled after completion of six months or more of continuous service and are employed by the Company on the completion date of the course.

(C) The refund is limited to \$6,000 per calendar year for all career-related courses or degree programs. (Added 1/1/94, Amended 1/1/09, 1/1/12)

(D) Refunds exceeding \$6,000 per calendar year to any one employee will not be allowed except under unusual circumstances. Requests for refunds in excess of \$6,000 in any one year will be considered only if (Added 1/1/94, Amended 1/1/09)

(1) the course or courses are of a special nature, and

(2) such course or courses are not available elsewhere, and it is unlikely that such courses will be repeated in the foreseeable future. (Amended 1/1/88)

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TYPO CLEAN UP

TITLE 11. SICK LEAVE

11.8 ABUSE OF SICK LEAVE

(b) **Excessive Use:** When the Company determines that an employee's sick leave usage is excessive and unacceptable, the employee shall be notified of such determination in writing. Upon such notification, the employee may be advised to seek medical care and/or to follow a prudent course of action to resolve the problem. As part of this procedure, the Company shall, where appropriate, offer the resources of the Employee Assistance Program; or require a medical review by a panel physician; or may offer a medical leave of absence or may advise the employee of the right to apply for Long-Term *Disability*.

17.10 PREARRANGED OVERTIME - GENERAL CONSTRUCTION

When, at the direction of the supervisor in charge, an employee reports for prearranged work:

(b) on nonworkdays outside of his/her regular work hours, he/she shall be paid overtime compensation for actual work time and travel time in connection therewith, provided, however, that if such employee continues to work into or beyond regular work hours, travel time only from his/her living quarters shall be paid for, and