



**Pacific Gas and
Electric Company™**



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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925.974.4461

MATTHEW LEVY
SENIOR DIRECTOR

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

JOSHUA SPERRY
SENIOR UNION REPRESENTATIVE

20-20-ESC

November 30, 2020

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:

The Company anticipates a major surge in Estimating work, driven by emergency response, wildfire hardening, wildfire service cutoffs, Public Safety Power Shutoffs and other large spikes in workload. Checking job packages is a vital function to ensure the quality of designs which can impact electrical and gas performance and public safety. The Company continues to hire Engineering Estimators and train and qualify Engineering Estimators to become Associate Distribution Engineer's (ADE). In the meantime, the parties have agreed to the following process as the safest and most efficient way for qualified employees to check work in order to ensure quality and safety.

Senior Engineering Estimators may be permitted to check the work of Engineering Estimators and other Senior Engineering Estimators following the process outlined below. Senior Engineering Estimators will not be permitted to perform other ADE duties and will still be expected to perform all other regular Senior Engineering Estimator duties. ADE's will also continue to check job packages.

1. Qualification

The appropriate ADE and Supervisor will review the skills and abilities of a Senior Engineering Estimator to determine what types of work the Senior Engineering Estimator may check. The Supervisor will record this in writing by email with copy to the ADE and Senior Engineering Estimator.

2. Temporary Upgrade Pay

Senior Engineering Estimators checking work will be upgraded to ADE on a day-by-day basis. Temporary Upgrades will be made in accordance with Title 15.3(a) of the ESC agreement; however, Title 15.3(d) will not apply.

3. Selection

The ADE and Supervisor will decide which job packages will be checked by Senior Engineering Estimators. Opportunities for temporary upgrades to check each work type will be offered to all Senior Engineering Estimators deemed qualified for that work within the same headquarters and estimating team by Seniority. Estimating teams are defined as Central Design and Service Planning & Design for Electric Estimating; and Gas Ops and Service Planning & Design for Gas

Mr. Joshua Sperry

LA 20- 20-ESC
November 30, 2020

Estimating. This agreement will not apply to existing Gas and Electric Transmission Estimating groups, which already have separate contractual headquarters. The Company will track the number of temporary upgrades within each estimating team and inform the Union every two months (or monthly if practicable) of the number of temporary upgrades (total amount of employee hours) provided within each estimating team. No employee will be required to perform the work checking duties.

4. Time in Grade

Time worked by Senior Engineering Estimators under this agreement shall be accrued in the temporary ADE classification. A Senior Engineering Estimator who accumulates sufficient time for a progress review in accordance with the time intervals indicated in Subsection 15.4(b), shall receive a wage or salary increases in the temporary ADE classification as specified in Subsection 15.4(b); however, maximum pay for a Senior Engineering Estimator checking work under this agreement shall not exceed the six month step of ADE.

5. ADE Staffing

It is not the intent of this agreement to reduce the number of ADE positions. This does not impact the ratio of Estimators to ADE's.

This agreement will begin on December 1, 2020 and expire on November 30, 2021. The agreement may be extended in writing by mutual agreement. The parties agree to meet, no later than September 1, 2021, to discuss an extension to this agreement.

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

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY



By: _____
Matthew Levy
Senior Director

The Union is in agreement.

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

12/1/2020 _____, 2020

By: _____
Joshua Sperry
Senior Union Representative