



**Pacific Gas and
Electric Company.**

Matthew Levy
Senior Manager
Labor Relations

375 N. Wiget Lane, Suite 130
Walnut Creek, CA 94598
925.974.4404

R1-17-16-ESC

August 29, 2017

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:

Pilot Program for Specialized Estimating Teams

1. Pilot program. All terms are only for duration of the pilot, which is until final agreement or cancellation. Union and Company will meet regularly to discuss and evaluate the progress and performance of the pilot.
2. ESC and Company agree to establish the following specialized teams at the following headquarters:
 - a. Applicant Connect: This pilot is already staffed. The locations are listed on the attachment.
 - b. Subdivision Design: This is already staffed at the Fresno and West Sacramento RMC.
 - c. Electric Vehicles (all commercial, CPUC jurisdictional and residential more than four units): Concord RMC (already staffed) and Fresno RMC
 - d. Voltage Complaints: Fresno RMC and San Francisco
 - e. Electric Generation Interconnection: West Sacramento RMC and Fresno RMC
 - f. Express Connect: Stockton (Boeing Way) and Fresno RMC
3. For each team, the Company will designate bid codes specific to the team. These can be either part of existing Estimating headquarters or in other locations. They will be posted in accordance with the guidelines of Section 21.1(c). The specific locations and bid codes will be communicated to all employees as soon as they are available.
4. Initial Staffing: During the Pilot period, positions will be filled as follows:
 - a. Bidders within the physical headquarters
 - b. At the Company's option, employees on the bid list from outside the physical headquarters for temporary assignment per Section 21.7
 - c. At the Company's option, the Company may request an agreement from the Union to relocate Hiring Hall employees.
 - d. The Company may assign employees within the physical headquarters to the specialized team bid code by reverse seniority within each classification (Senior Estimator and Routine Estimator will be considered separate classifications for this purpose).
 - e. For those locations already staffed that also have additional work assignments, the Company will first offer the current employees (see attached lists) an opportunity to remain with the Pilot. Any resulting staffing changes will be filled following the guidelines of Section 4.
5. Local Headquarters/Resource Management Center (LH/RMC) work. The parties agree to waive boundaries of LH/RMC Estimating work assignments for work related to these specialized teams until final agreement or cancellation. This will be without prejudice to either party's position on LH/RMC work.

6. Associate Distribution Engineer (ADE)
 - a. Estimators must report to an ADE within their specialized team.
 - b. Each team will have an Estimator:ADE ratio of no more than 8:1.
 - c. If the team ADE is unavailable, a Senior Estimator from the team will be upgraded to backfill. Any upgrades will be in accordance with Title 21 and Exhibit D.
7. Estimator Training Program (ETP)
 - a. Routine Estimators can work on specialized teams under the following conditions: 1) It is for a temporary assignment; or, 2) An agreement has been reached between ADE and the Supervisor which allows Estimator to work on the team and to continue working towards completion of their ETP training assignments.
8. Emergency Overtime (EOT) lists
 - a. Estimators located in local headquarters can sign the EOT list at that headquarters like other Estimators at that physical headquarters regardless of their specialized team assignment. Estimators not located in a local headquarters can sign one local office EOT list like an RMC Estimator. Note: The Edenvale office in San Jose is a local headquarters.
9. Pre-arranged Overtime (POT) distribution
 - a. Overtime will be equalized with other employees in same physical headquarters in accordance with the Labor Agreement. An open offer of overtime must include every Estimator at that location. If it is closed overtime, then a list is tracked and equalized for all Estimators at that location.
 - b. Within specialized teams, the resource sharing guidelines will apply, meaning that Company agrees not to send work from an office that is not working overtime to an office that is already working overtime.
10. Displacement.
 - a. In the event of any displacement or demotions (Title 22), all Estimating employees will be considered at the same physical headquarters. The Specialized team language above will not apply.
 - b. Creation, modification, or elimination of specialized teams will not cause displacement, demotion, or layoff of employees in other headquarters.

This agreement may be canceled by either party by providing 60 days' written notice. If canceled, all employees will remain in place physically and Company can continue to assign work per the contract; however, EOT and POT will revert to regular contract provisions based on physical headquarters.

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,

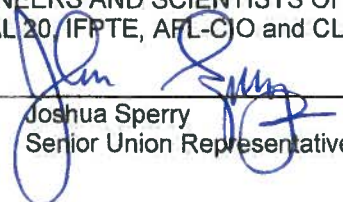
PACIFIC GAS & ELECTRIC COMPANY

By: 

Matthew Levy
Senior Manager

The Union is in agreement.

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

By: 

Joshua Sperry
Senior Union Representative

8/29

, 2017

Subdivision Design Project Team

Fresno RMC

Employee Name	Job Title
Owen, Marcus	EE – E
Costa, Melissa	Sr. EE – E
Estrada, Ismael	Sr. EE – E
Raiskup, Kyle	Sr. EE – E
Bacom, Courtney	Sr. EE – G
Chavez, Ramon	Sr. EE – G
Gursky, Belinda	Sr. EE – G
Milam, Phil	Sr. EE – G
Ferreira, Anthony	Sr. EE/ADE – E
Shilling, Drew	Sr. EE/ADE – E
Best, Justin	ADE – E
Donnelly, Nancy	ADE – G

West Sacramento RMC

Employee Name	Job Title
Balderas, Tomas	EE – E
Chavez, Clara	EE – E
Lombardi, Peter	EE – E
Pettigrew, Adam	EE – E
Anthes, Steve	EE – G
Bray, Ryan	EE – G
Camarena, Jeremiah	EE – G
Daniele, David	EE – G
Shropshire, Ryan	EE – G
Anderson, Scott	Sr. EE – G
Pimentel, Jared	Sr. EE – G
Cordova, Mike	ADE – G
Gonzalez, Joe	ADE – G
Jones, Darin	ADE – E - Prov

EV Team – Concord RMC

Jeremy Joy, John Hoglund, Nima Shirkhani

Applicant Connect Team

Employee Name	Job Title	Headquarters
Barrett, Jason	SNBR	Antioch
Wong, James	SNBR	Concord LH
Deplazes, Marie	SNBR	Concord LH
Only, Charles	ADE - E	Concord LH
Darces, Mackenzie	SNBR	Concord RMC
Gabriel, Dana	SNBR	Concord RMC
Pan, Jim	ADE - G	Concord RMC
Macias, Esteban	SNBR	Cupertino
Gall, Michele	SNBR	Edenvale
Lopez, Katrina	SNBR	Edenvale
McMillan, Rachel	ADE - G	Edenvale
Story, Shawn	ADE - G	Edenvale
Rodgers, Paul	ADE - E	Edenvale
Miller, Danny	IPE	Edenvale
Bounlutay, Visakha	SNBR	Fremont
Flores, Lemuri	SNBR	Fresno
Mejia, Juan	SNBR	Fresno RMC
Chaidez, Monique	SNBR	Fresno RMC
Elrich, Brenda	ADE - G	Fresno RMC
Priault, Linda	ADE - E	Fresno RMC
Devgan, Jessi	SNBR	Hayward
Michaelis, Bryan	ADE - E	Hayward
Rojas, Francisco	ADE - E	Hayward
Davis, Tracy	SNBR	Marysville
Rusca, Lori	SNBR	Monterey
Von Koss, Eben	ADE - E	Petaluma
Parker, Beverly	SNBR	Richmond
Kodaimati, Sarah	SNBR	San Carlos
Breslin, Mindy	SNBR	Santa Rosa