



**Pacific Gas and
Electric Company.**

Michelle Roberts
Labor Relations
Negotiator, Principal

245 Market Street,
Mail Code N2Z
San Francisco, CA 94105
415.973.9900

17-25-ESC

November 8, 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:

The Company is continuing to expand its relationships with city and county agencies in order to better interact with those entities over permits required for construction. Both the "Super Gas Ops permit facilitator" pilot in 2014 and the Permit Facilitator pilot outlined in Letter Agreement R1-16-17-ESC greatly reduced cycle times for permitting and received very positive feedback both within the Company and from our external counterparts. Therefore, the Company and the Union are currently in negotiations to make the Permit Facilitator a regular classification.

In the interim, the Company has identified an urgent need to fill a Permit Facilitator role in the San Carlos headquarters.

- The Permit Facilitator role in San Carlos will have the same duties currently outlined in LOA R1-16-17-ESC. Once new job descriptions are negotiated, any changes will also apply to this role.
- The Company intends to staff this position by November 27, 2017.
- The Company will offer this "Permit Facilitator position" to interested Associate Distribution Engineers and Sr. Estimators in San Carlos in seniority order. Company will provide all Sr. Estimators and ADE's (Gas and Electric), not to include routine Estimators, an election form and a one week consideration period. Employees not returning the form will be considered to have declined the PF position. The offering of this role to ADEs will be without precedent. If no one accepts the position, the Company will fill it with a new requisition for Hiring Hall Estimator for a period of twelve months.
- If the position is filled with one of the ADEs or Sr. Estimators currently at San Carlos, they will receive pay protection with GWIs as long as they are in the position.
- There will be a 120 day probationary period if the job is awarded through this process. An employee not passing probation will be returned to their previous position, any restrictions on Title 22.3 and 22.9 agreed to for other Estimators and ADE's will also apply to any employee returned in this manner.
- Employees in "Permit Facilitator" positions wishing to leave the role will be able to bid to other positions in their current headquarters.
- The Company may assign work of the base classification to the Facilitator in extenuating circumstances, if workload permits. The Company's intent is for Permit Facilitators to do 100% permits work.

- Sr. Estimators assigned to the Permit Facilitator position will not be required to work under an ADE, unless performing Estimator work as described above.
- Overtime for employees in the permit facilitator position will be separate from that of other employees in the same classification and HQ. Work may be shared with other Permit Facilitators under the existing Resource Sharing guidelines.
- Sr. Electric Estimators in the Permit Facilitator role will be allowed to sign the EOT list for their HQ, if approved by ADE and Service Planning Supervisor.
- All Permit Facilitators will work five, eight hour days Monday-Friday, regardless of previous arrangements. The work schedule may be modified by the normal contractual processes.
- Any provisions agreed to in current negotiations for employees displaced or opting into Permit Facilitator positions will also apply to any employees choosing this San Carlos Permit Facilitator position.

This agreement may be cancelled by either party, subject to the following cancellation process. Once notified of cancellation, the parties will meet within 30 days to discuss changes to work procedures and any other issues arising from cancellation. The employee holding the PF Position at the time of cancellation will be placed into positions in their regular classification at their current headquarters, unless otherwise agreed to by the Union and the Company.

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: Michelle D Roberts
Michelle Roberts
Labor Relations Negotiator, Principal

The Union is in agreement.

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

12/4, 2017

By: Joshua Sperry
Joshua Sperry
Senior Union Representative