PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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WALNUT CREEK, CA 94598
925.974.4461
MATTHEW LEVY
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 REPRESENTIVE

19-13-ESC

July 8, 2019

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:

Recently, the parties met to discuss the Company's intention to hire a significant number of Engineering Estimators (both Gas and Electric) during the next year. From those discussions, an initial agreement on a specific qualification for "AutoCAD" was reached as follows:

1. Effective on the date of this Agreement, any newly hired regular Gas or Electric Estimator will be required to hold either an "Autodesk Certified User (ACU)" certificate (see attachment) or two-year technical degree in Drafting, or a mutually agreed-upon alternate qualification. Preferred qualification: Bachelor of Science Degree (BS).

2. Current and recent ESC Hiring Hall, those who have obtained the experienced status as of the date of this Agreement, will be considered for regular status even if they do not have the certificate or degree, but must obtain one within the first twelve months of hire.

3. Employees who are newly hired and who do not obtain this certificate or degree may be released by the Company upon reaching twelve months of service. Failure to obtain the certificate or degree within their first twelve months of employment will be considered just cause for termination of a newly hired employee.

4. The above does not apply to any internal bid/transfer placement nor to any regular employees placed into an Estimating position through the Unrestricted Appointment process.

5. The parties agree to reimburse employees who obtain their AutoCAD certification or degree for the one-time cost of the course and exam fee. For course/exam fees not covered by Tuition Reimbursement, the employee will be reimbursed up to $1,300. For reimbursement, employees must submit payment receipt(s) for the course and/or examination. Newly hired employees will be eligible for reimbursement for both the course and exam fee within their first twelve months of hire.

6. The reimbursement payment eligibility above (course and exam) will also be made available to all current regular Estimators, Senior Estimators, Associate Distribution Engineers (ADEs), and incumbent ESC-represented employees subsequently assigned to the Estimating Line of Progression.

7. The courses will be taken on the employee's own time. However, upon advance request by the employee, the Company will provide paid time off to take the required certificate examination. Associated expenses [e.g., mileage, lodging] will be the responsibility of the employee.

After the initial twelve months from the signing of this Agreement, the Agreement may be cancelled by either party with 30 days' written notice. Should the Agreement be canceled, employees hired under the provision of number 2 above would still be required to satisfy the requirements of this Agreement or be subject to termination.

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

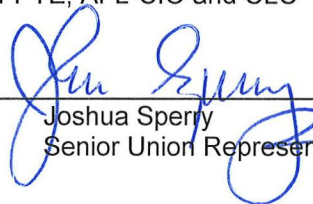Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By: _____
Matthew Levy
Director

The Union is in agreement.

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

_____7/10_____, 2019   By: _____
Joshua Sperry
Senior Union Representative

Attachment – Autodesk Certified User

Autodesk® Certifications

CERTIPORT
A PEARSON VUE BUSINESS

Autodesk has two-levels of credentials: Autodesk Certified User and Autodesk Certified Professional certifications. Learn more about these certifications and identify when each one is right for you based on your current career path.

	Autodesk Certified User (ACU)	**Autodesk Certified Professional (ACP)**
What is it?	Autodesk Certified User (ACU) certification asks for about 40 hours of real-world Autodesk software experience to validate their software skills.	Autodesk Certified Professional (ACP) is for advanced and professional Autodesk software users who possess at least 400 hours of real-world Autodesk software experience.
For what kind of job role is it suited?	An individual with the ACU is armed with the credentials to get internships, a first job out of school, or credit for college-level programs in design and engineering industries.	An individual with the ACP is a qualified professional in the fields such as Animation, Architectural Engineering, Architecture, Construction Management, Drafting, Engineering, Entertainment & Media, Industrial Design, Interior Design, Makers, Manufacturing, and Sustainability. For students or employees working to advance and validate their Autodesk skills. ACP is a an excellent professional development opportunity for teachers, instructors and academic administrators.
What products are covered?	Currently, the ACU exams are available for the following Autodesk® products: AutoCAD®, Inventor®, Revit: Architecture®, 3ds Max®, Maya®, Fusion 360®. View current exams at www.Certiport.com/Autodesk.	Currently, the ACP exams are available for the following Autodesk® products: AutoCAD®, Civil 3D®, Inventor®, 3ds Max®, Maya®, Revit: Architecture®, Revit: Electrical Building Systems®, Revit: Mechanical Building Systems®, Revit: Structure®. View current exams at www.Certiport.com/Autodesk.
How do I prepare for an exam?	There are a few ways to prepare to take the exams: use self-study materials from approved publishers that align with the ACU exam objectives and take an official ACU Practice Test. Autodesk offers materials that instructors can use to build courses that prepare students for the certification exams.	There are several learning options that help prepare you to take the ACP exams: training from an Autodesk Authorized Testing Center, books from official Autodesk publishers, and/or self-paced training from online training providers. If you have taken an ACU exam, you can gain experience with daily use of the product and find additional training resources and classes.
Do I need work experience in order to succeed on a exam?	Use products casually or take a course series.	Use the Autodesk products as part of their daily job role, and typically have a minimum of two years' experience.
Where can I get training?	Education institution courses or self-paced resources available.	Find an Autodesk Authorized Training Centers.
Where can I take exams?	Exams can be taken at any Certiport Authorized Testing Center. Instructors can set up their own institution as a testing center to allow staff and students to take exams on-site, or you can locate a testing center near you at www.Certiport.com.	Exams can be taken at any Certiport Authorized Testing Center or and Autodesk Authorized Training Center.
Is a digital version of the certificate available to share?	Digital certification is viewable at www.Certiport.com using a Certiport test candidate ID. Download, print, and share the official certificate and certification logo. Digital certification badges can be claimed at www.youracclaim.com.	Digital certification is viewable at www.Certiport.com using a Certiport test candidate ID. Download, print, and share the official certificate and certification logo. Digital certification badges can be claimed at www.youracclaim.com.

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