



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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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

21-11-ESC

June 7, 2021

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 and Union already agreed in Letter Agreement 18-02 to implement a Senior New Business Representative (SNBR) examination.

For 2021, the SNBR examination will be offered in August for those who are deemed qualified.

For all future SNBR examinations, all New Business Representative (NBR) employees hired on or after July 1, 2020, will be required to complete all six (6) phases of the NBR Phase Training Program before being allowed to sit for the SNBR examination.

All NBR employees hired prior to July 1, 2020, will be required to complete Phases Three (3) through Six (6) before sitting for all future SNBR examinations; however, all NBR's are encouraged to complete Phases one (1) & Two (2) at their convenience.

This agreement covers the provisions for this promotional examination. The following items will be added to Exhibit D.II:

E. SENIOR NEW BUSINESS REPRESENTATIVE (SNBR) EXAMINATION

1. The SNBR examination will be offered the 1st week of May each year. Additional SNBR examinations may be scheduled by mutual agreement of the parties. Changes to the SNBR examination date(s) will be made by mutual agreement.
2. Eligibility
 - a. Until such time that the New Business Representative (NBR) Phase Training Program has been completed, the Company and Union agree to establish a committee, consisting of an equal number of Company and Union representatives, to review the qualifications of existing NBR's, who self-identify by sending their resume and/or a copy of their Bachelor's degree by email to the Committee, to determine their eligibility to take the SNBR examination.

- i. In order to be eligible to take the SNBR examination, NBR's must have five (5) total years of relevant experience, or a Bachelor's degree and two years of relevant experience. Relevant experience is defined as experience in internal or external construction project management or PG&E technical service planning experience (e.g. Service Planning, Estimating, HH Service Planning or HH Estimating, Contractor Service Planning or Contractor Estimating).
 - b. Once the NBR Phase Training Program has been implemented, regular status NBR's will be eligible to take the SNBR examination if they have begun Phase Six (6) of the NBR Phase Training Program 30 days prior to the date of the SNBR examination.

NBR's in the Phase Training Program will be provided a minimum of five (5) hours per week of paid training time and NBR's are expected to manage their respective training hours. However, customer needs must be met daily and therefore the training hours may not be possible in any given week. NBR's are also responsible for ensuring that training hours are made up at a future date(s) as agreed upon between the NBR and their supervisor. In addition, training hours are only available to NBR's through completion of the NBR Phase Training Program.
 - c. NBR's who attain a passing score on the SNBR examination, successfully complete all NBR Phase Training Program requirements and have five (5) years of relevant work experience, or a Bachelor's degree and two years of relevant experience, as defined in 2(a)(i) above, will advance to SNBR.
 - d. Wage treatment will be in accordance with Section 15.4(a)(1). The effective date of promotion will be the first of the month after successfully meeting the requirements listed in Section 2(c) above.
3. The format of the examination will be part computer-based knowledge assessment and part computer-based practical skills assessment using the tools actually used by NBR's. NBR's taking the examination will be provided appropriate reference tools to look up the necessary standards, job aids and other documents. Online materials will be made available as appropriate. The Company will send an annual notice to all NBR's no less than 60 days prior to the exam notifying them of the examination date and describing the contents of the exam in general terms.
4. A Company Psychometrician will determine and set the passing score of the SNBR examination prior to when the exam is given, and all employees attempting the exam will be notified of the passing score in advance. Any changes to the passing score will be based on changes to the exam as approved by the joint training committee and the Company's Psychometrician.

The parties also agree to the following items related to SNBR:

- A. The SNBR classification will be removed from Section 21.10 – Filling Weekly Classifications Subject to Joint Interview Process.
- B. Letter Agreement 20-01 will be revised as follows:
 1. **Restricted bids and transfers for new-hired NBR's and SNBR's.**

As part of the continued effort to ensure safety, retain a more stable workforce, and to provide quality training of new employees, the Company is proposing the following substitute provisions pursuant to Section 21.9 to any job bidding or transfers into New Business Representative positions.

- a. As of the effective date of this agreement, employees hired into the classifications listed below from outside the bargaining unit will not have their bids or transfers considered under the provisions of Title 21 for a period of 24 months following their employment date. (note: "employment date", as in LOA 16-23, means the date placed into the regular classification, not date of hire with PG&E if different) This provision will remain in effect if an NBR progresses to SNBR during the 24-month period.
 - b. Employees covered by LOA 19-19 (i.e. hired on or after December 5, 2019) will be covered by all provisions of this LOA based on their own employment date.
 - c. The above is not intended to change the Temporary Upgrade provisions of the Labor Agreement.
 - d. Employees covered by this agreement may still bid to higher classifications in the same Line of Progression and Headquarters.
 - e. Classifications covered by this agreement include:
 - i. New Business Representative
 - ii. Sr. New Business Representative
- C. Item "E. Progression" (shown below) included in Attachment 1 of Letter Agreement 18-02 will revised as follows:

E. PROGRESSION

NBR's who attain a passing score on the SNBR examination, successfully complete all NBR Phase Training Program requirements and have five (5) years of relevant work experience, or a Bachelor's degree and two years of relevant experience, as defined in 2(a)(i) of Letter Agreement 21-10, will advance to SNBR

The SNBR position will be added to the list of classifications held open for bidding at the senior level in Section 21.2(c) note as shown below:

Note: All Senior Engineering Estimator, Senior New Business Rep., Senior Mapping Technician, Senior Land Technician and Scheduler 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, New Business Rep., Mapping Technician, Land Technician or Scheduler-in-Training, respectively.

- D. Exhibit D.IV will be revised as follows:

SNBR AND IPE PROVISIONS

SENIOR NEW BUSINESS REPRESENTATIVE (SNBR) – 3272 50274876

D. QUALIFICATIONS

Passage of the agreed-upon SNBR examination
Completion of the NBR Phase Training Program

Must have five (5) years of relevant experience, or a Bachelor's degree and two years of relevant experience. Relevant experience is defined as experience in internal or external construction project management or PG&E technical service planning experience (e.g. Service Planning, Estimating, HH Service Planning or HH Estimating, Contractor Service Planning or Contractor Estimating).

Must have strong project management, customer contact and communications skills. Basic computer skills: MS Word, Excel, e-mail.

Valid California Driver's license and California minimum insurance coverage if using personal car.

Mr. Joshua Sperry

LA 21-10-ESC
June 7, 2021

E. Exhibit D.II will be revised as follows:

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.

- who desire to enter the classification of Senior New Business Representative.

B. GENERAL PROCEDURE

(3) Prior to release of information on the test results, the Company and the Union shall review the scored examinations. Upon agreement at this post review of the examinations, questions which proved to be unclear, lacking sufficient information necessary to complete the problem or have any other such irregularity, may be discarded from the examination and a new base score established. Such revision of the base score shall not act as a detriment to any individual employee. This review will be scheduled no later than the last full or partial week of May for the Associate Distribution Engineer; and the first full or partial week of December for the Land and Mapping department examinations; and the fourth week of May for the SNBR examination. The reviews for Senior Field Engineering Technician will coincide with the ADE and Mapping review periods.

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,

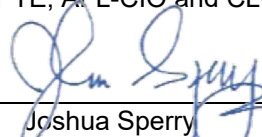
PACIFIC GAS AND ELECTRIC COMPANY



By: _____
Matthew Levy
Senior Director

The Union is in agreement.

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



By: _____
Joshua Sperry
Senior Union Representative

6/15, 2021

Mr. Joshua Sperry

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June 7, 2021