

**EXHIBIT F 93-8-ESC**  
(Amended 1/1/00)

June 1, 1993

Engineers and Scientists of  
California, MEBA 1182 Market  
Street, Suite 204 San Francisco,  
CA 94102

Attention: Mr. Ben Hudnall, Business Manager

Gentlemen:

This letter cancels and supersedes our letter dated August 17, 1981, on the same subject.

ESC Review Committee File Nos. 45, 46, 47, 48, and 49 were submitted to arbitration (Arbitration Case No. 4) pursuant to a Submission Agreement signed by the parties on December 12, 1972. The submission Agreement in Item 4 provides that the parties may at any time agree to resolve the issue and withdraw it from arbitration. As a means of accomplishing this, we propose the following understanding:

1. The Company does not intend that authorized Division Engineering Estimator classifications be replaced by *General Construction* Field Engineers, Field Engineering Technicians, or Senior Field Engineering Technicians, nor that such field engineering personnel be utilized for the purpose of precluding the ultimate authorization of additional regular Estimator classification.

The assignment of such personnel to a location where a Gas or Electric ADE works for the purposes set forth hereafter in Item 2 of this Agreement for more than a cumulative total of 18 months in a 24-month consecutive period shall be presumed to be " ... for the purpose of precluding the authorization of additional regular Estimator classifications ..." in that location and line of progression.

2 *General Construction* employees classified as Field Engineering Technician, Senior Field Engineering Technician and, when operational needs are demonstrated, Field Engineer may be assigned to work under the direct supervision of Division personnel provided, however, that such assignment shall be restricted to a period not to exceed 9 months except for an additional period of time required to complete his present work assignment not to exceed 30 days.

3 The parties recognize that special or emergency circumstances may arise which, though temporary in nature, may require assignments exceeding the time limitations set forth in Items 1 and 2 above. Should such circumstances arise, time limitations will not be extended without prior discussion between Company and Union.

4 Upon completion of such an assignment to a Division, *General Construction* field engineering personnel described above shall be given a performance review by Division supervision, a copy of this review shall be forwarded to *General Construction* supervision for inclusion in the employee's personnel record.

5 The Company will provide training as appropriate to those employees in *General Construction* performing estimating services, and rotate such employees between estimating and other Field Engineering Technician assignments with the intent to provide the requisite experience for progression to the Senior Field Engineering Technician classification. Once an employee has progressed to Senior Field Engineering Technician such rotations need not be effected.

6 *General Construction* employees classified as Field Engineer, Field Engineering Technician, and Senior Field Engineering Technician who have completed six months estimating as defined in Item 2 above, after appointment to the *Engineering Estimator* classification, shall be entitled to accelerate through the *Estimator Training Program* at 4.5 months per module. Additionally, *Field Engineering Technicians* will be credited with having completed module one. *Field Engineers and Senior Field Engineering Technicians* will receive credit for having completed the first two ETP modules.

7 After appointment to a Senior Engineering Estimator classification, such employee's time spent in the classifications of Field Engineer, Field Engineering Technician, or Senior Field Engineering

Technician, while on loan to a Division, or while preparing estimates charged to a Division (to the extent that it can be reasonably ascertained at the time), shall be considered as Engineering Estimator or Senior Engineering Estimator time for purposes of wage progression (Title 15), promotions (Title 21), and demotion and layoff (Title 22).

8 Pre-bids to Senior Engineering Estimator vacancies submitted by Field Engineering Technicians will be entitled to consideration under the provisions of Subsection 21.2(e) of the Agreement, provided such employee has previously met the requirements for progression to Senior Engineering Estimator.

If you are in accord with the foregoing and agree thereto, 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 /s/ Ronald L. Bailey Mgr of  
Industrial Relations

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

ENGINEERS AND SCIENTISTS OF CALIFORNIA,  
MEBA

August 11, 1993 By /s/ Ben Hudnall Business Manager