



**Pacific Gas and  
Electric Company**

**Jeffrey M. Delaney**  
Principal Negotiator  
Labor Relations and  
Human Resources

Mail Code N2Z  
P. O. Box 770000  
San Francisco, CA 94177  
(415) 973-5998

**10-13-ESC**

May 3, 2010

Mr. Joshua Sperry, Senior Union Representative  
Engineers and Scientists of California, Local 20  
IFPTE (AFL-CIO & CLC)  
835 Howard Street, 2<sup>nd</sup> Floor  
San Francisco, CA 94103

Dear Mr. Sperry:

At a mediation-arbitration session on November 3, 2009, ESC Local 20 and PG&E agreed to the following:

There are currently two employees at Humboldt Bay Power Plant (HBPP) - one is classified as a Procurement Specialist and the other as a Financial Analyst. Their job duties include 1) preparation of budget analysis reports; 2) posting invoices for payment; 3) preparing Procurement Requests; and 4) working with Accounts Payable and Technical Coordinators to resolve invoice issues. These employees also meet with supervision to review incurred costs and projections for future costs, prepare reconciliations of variances for monthly and annual expenditures, assist with the preparation and reporting of various earned value reports, and perform other related duties at the request of supervision.

The two regular employees will be converted to the ESC Engineering Assistant I classification to support the decommissioning project and will be represented by the ESC effective February 1, 2010. This will change their status from exempt to non exempt (hourly paid) and their payday from once per month to bi-weekly effective February 1, 2010. They will receive the General Wage Increase effective February 1, 2010, Progressive Wage Increases will be provided on May 1, 2010 provided they meet the other eligibility requirements under Subsection 15.4(b)(1). They will also receive their 2009 STIP award, paid in March 2010, but will not be eligible for future STIP payments. The new classification should not affect their current work schedule, which is a 4x10 schedule designed to align with the other employees at the worksite. Since this is a union-approved schedule, they will not be required to have an election regarding the alternative work 4-10 schedule. A contractor that is currently in place who performs duties similar to these two employees shall be permitted to remain as a contractor performing her current work duties for the duration of her contract. Any additional contracting out of this work shall be carried out pursuant to Section 27.2. In the event of any reduction in force of these two employees assigned to the decommissioning project, the contractor will be dismissed before the two regular employees are affected.

Mr. Joshua Sperry

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May 3, 2010  
L/A 10-13-PGE

The Company and the Union agree that Nuclear Procurement work for the Diablo Canyon Power Plant is jurisdictional to ESC Local 20 Nuclear Procurement Specialists, regardless of the physical location of the employees.

A copy of the originally signed agreement is attached.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: \_\_\_\_\_

  
Jeffrey M. Delaney  
Principal Negotiator

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

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

By: \_\_\_\_\_

  
Joshua Sperry  
Senior Union Representative

5/21, 2010

**Letter of Agreement: Humboldt Bay Power Plant Employees**

At a mediation-arbitration session on November 3, 2009, ESC Local 20 and PG&E agreed to the following:

There are currently two employees at Humboldt Bay Power Plant (HBPP) -- one is classified as a Procurement Specialist and the other as a Financial Analyst. Their job duties include 1) preparation of budget analysis reports; 2) posting invoices for payment; 3) preparing Procurement Requests; and 4) working with Accounts Payable and Technical Coordinators to resolve invoice issues. These employees also meet with supervision to review incurred costs and projections for future costs, prepare reconciliations of variances for monthly and annual expenditures, assist with the preparation and reporting of various earned value reports, and perform other related duties at the request of supervision.

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The Company and the Union agree that Nuclear Procurement work for the Diablo Canyon Power Plant is jurisdictional to ESC Local 20 Nuclear Procurement Specialists, regardless of the physical location of the employees.

 2/16/10  
Joe DeMartini

 2/16/2010  
Josh Sperry