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11-05-ESC

March 24, 2011

Joshua Sperry, Senior Union Representative
Engineers and Scientists of California
Local 20, IFPTE, AFL-CIO & CLC
835 Howard Street, 2nd Floor
San Francisco, CA 94103

Dear Mr. Sperry:

Letter Agreement 10-08 established different lines of progression for Project Engineer/Project Manager classifications depending on whether the incumbent possesses an engineering degree. The job duties of the two progressions are differentiated by the engineering requirement, including professional engineering registration, for the Project Engineer progression.

The Company believes there is a shared interest in allowing degreed engineers to obtain their professional engineering registration. Based on that interest, the Company proposes to allow Journey Project Managers who are pursuing their P.E. License to work as an Associate Project Engineer to obtain the minimum required 2 years of Engineering experience needed to become a Professional Engineer. This temporary assignment would have the following provisions:

- The assignment must be mutually agreed upon by the Company and employee.
- The duration of assignment may be up to 3 years and will be determined and appropriately communicated prior to implementation. This duration may be extended or reduced by mutual agreement.
- For the duration of the assignment, the employee will maintain the Journey Project Manager classification and wage provisions, but may be assigned the work of an Associate Project Engineer.
- The assignment may include a change of headquarters.
- If the employee is required to change headquarters to a non-commutable location, the Department may reimburse moving costs using a method consistent with Section 22.7 at the beginning and end of the assignment. This relocation would not supersede the transfer or bid rights of other employees.
- Expenses under Section 10.1 shall apply based on the headquarter assignment of the rotational position.
- Upon the successful completion of the assignment, employees who receive their Professional Engineering license and who otherwise meet the qualifications for advancement in Exhibit Z-2 section 3a) of the agreement, will advance to a Journey Project Engineer.
- During the period of the assignment, it is expected that the employee would not generally apply for other positions but will continue to be eligible to advance to Senior Project Manager positions.
- At the completion of the assignment, employees may remain in the Power Generation Engineering organization or return to the Power Generation Project Management group as their regular classification as dictated by business need. Any geographical relocation would not supersede the transfer or bid rights of other employees.
- Assignments made under this Agreement shall not cause a layoff or demotion in rate of pay by reason thereof for Project Engineers or Associate Project Engineers in the Power Generation Unit. In the event that an application of Title 22 occurs during this assignment, the employee's base classification of Project Manager will be used for Title 22 purposes.

This agreement may be cancelled upon 30 days written notice by either party.

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 AND ELECTRIC COMPANY

By: 
Jeffrey M Delaney

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

4/14, 2011

By: 
Joshua Sperry
Senior Union Representative