



**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

**11-04-ESC**

February 15, 2011

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:

Pursuant to the provisions of Section 26.1 of the Agreement, the Company proposes to temporarily upgrade Mr. Aaron Neuvert to Project Engineer while he is preparing for and awaiting the results of his Professional Engineering examination.

When Mr. Neuvert meets the requirements for the Journey level Project Engineer, he will be promoted pursuant to the provisions of Letter Agreement 10-08. If Mr. Neuvert fails to pass the P.E. exam, he will return to the Associate Project Engineer classification as soon as the work can be effectively transitioned to other personnel. Since some duties were assigned last year, the Company proposes to make this assignment retroactive to January 1, 2011 and pay Mr. Neuvert a lump sum equal to a 5% upgrade of his monthly salary for the four-month period from September 1, 2010 to December 31, 2010.

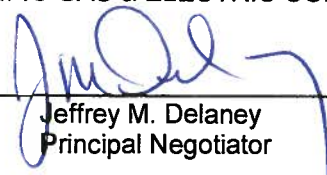
This assignment and upgrade are without prejudice to the position of either party, and the agreement may be cancelled on 30 days written notice by either party.

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 & ELECTRIC COMPANY

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

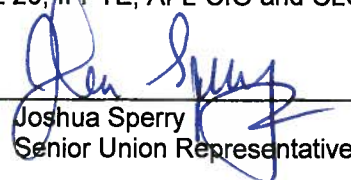


Jeffrey M. Delaney  
Principal Negotiator

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

3/21

, 2011