



**Pacific Gas and  
Electric Company.**

**Jeffrey M. Delaney**  
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**08-09-ESC**

February 8, 2008

Mark Mitchell, Business Manager  
Engineers and Scientists of California  
Local 20, IFPTE, AFL-CIO & CLC  
350 Frank H. Ogawa Plaza, 8<sup>th</sup> Floor  
Oakland, CA 94612

Dear Mr. Mitchell:

The Company and Union have concluded negotiations for newly represented Engineers in the System Protection Engineering Department. The agreed upon contract language for Exhibit U and job descriptions are included as attachments to this agreement.

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: S/Jeffrey Delaney  
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

February 28, 2008

By: S/Mark Mitchell  
Mark Mitchell  
Business Manager

**Exhibit U**

**Electric System Engineering - Protection Engineers**

For the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment, the Company recognizes the Union as the exclusive representative of Protection Engineer positions in Electric System Engineering, based on the Card Count conducted on February 21, 2007. Pursuant to the Neutrality Agreement between the Company and Union, these classifications will be incorporated into the ESC Agreement. Those conditions are described in the remainder of this exhibit. Unless otherwise noted, the term “employee” refers to those in classifications covered in the aforementioned unit certification.

**Protection Engineering**

**Job Descriptions**

The job descriptions are shown on Attachment A. Protection Engineers in this unit will perform all described job duties on voltages of 230kV and below, and will normally not work on 500kV or Wide Area RAS or Wide Area SPS, unless the Protection Engineer voluntarily requests to work in this area for developmental purposes, and it is documented in the employee’s development plan. Such assignments shall be minimal and are not anticipated to lead to significantly increased workload for other engineers in the department.

**Rate of Pay**

The annual salary ranges are effective upon the implementation date, which is the first of the month following ratification, expected to be December 1, 2007 and are shown below.

Pay Bands (annual):	Min-Max
Associate Engineer:	68,000-90,418
Journey Engineer:	85,000-111,946
Senior Engineer:	94,000-126,788
Senior Consulting Engineer:	104,000-141,120

Employees whose pay increase as management employees on January 1, 2007 was not equal to or greater than 3.75% shall receive a wage adjustment retroactive to January 1, 2007 to such that their total increase on that date equals 3.75%. The retroactive payment will be made through a lump sum.

Effective upon implementation, after applying the retroactive pay adjustment, each employee’s salary will be moved to the salary minimum or receive a 5% increase, whichever is greater; however, no employee’s salary shall be increased beyond the maximum of their pay band. Future progressive wage increases shall occur in accordance with the Agreement on the anniversary date of ratification of this agreement.

Employees whose current wage rate is greater than the pay band maximum shall have their current wage rate “grandfathered,” i.e., they will continue to reside outside the pay band but will not receive increases until the pay band maximum surpasses their current salary, at which time their salary will be increased to the pay band maximum and the employee will receive all future general wage increases.

A transitional payment equal to each employee’s calculated 2007 STIP award, prorated to the date of ratification, will be paid to employees at the time of the regular STIP payout in 2008. The payment will be based on the employee’s current pay prior to ratification including any retroactive pay adjustment and the organization’s final STIP score; it will be paid at a flat percentage to all employees and not based on individual performance ratings.

**Benefits**

Effective January 1, 2008, these employees will enroll in the bargaining unit medical, dental, vision, savings fund plan, and life insurance provisions. Employees' current benefit plan selections will remain in place for December, 2007. The company will provide all employees new enrollment packets with all appropriate information for enrolling in the bargaining unit benefit plans, and employees shall have the opportunity to make new benefit plan selections to be effective January 1, 2008. Effective upon implementation of this agreement, the employees will be converted to the bargaining unit pension provisions.

Vacation granted for 2008 and subsequent years will be in accordance with the provisions of Section 9.2. Employees whose vacation accrual rate is greater than that set forth in Section 9.2 as the result of a Special Employment Offer shall have their vacation accrual rate "grandfathered" – i.e. maintained at its present level until the amount of vacation due the employee per Section 9.2 is greater than present, at which time they shall receive vacation per Section 9.2.

**ESC Agreement**

These employees will be Incorporated into the existing ESC Collective Bargaining Agreement ("Agreement") and Benefit Agreement, with the following noted exceptions:

The Company and Union agree that these classifications shall be Exempt pursuant to wage and hour regulations. To recognize the different applications of the contract for Exempt, monthly paid, the attached modification to the agreement, including but not limited to Titles 7, 8, 9, 11, 16, 17, 21, and 22 are included as Attachment B.

**Seniority Application**

Seniority shall be determined using the employee's date of hire at PG&E.

**Performance Standards**

The Company will continue with the existing performance appraisal standards and those will be updated by a joint Company-Union committee to support the shared objective of achieving top quartile performance.

**Management Relocation Offer**

The Company may continue to offer the management relocation program and additional vacation to new hires into the department.

**Professional Membership and Training**

The company shall pay for basic national membership and one local chapter membership in the appropriate professional association for each employee.

Reimbursement of professional registration (PE) license fees shall follow current practices: Company shall reimburse employees for the first PE exam, but not for second and later exams. Company shall reimburse PE registration renewal fees. PE review courses shall be attended on employee's time; tuition is covered under Tuition Refund Program.

Based on the employee's approved developmental plan, Company shall reimburse for reasonable costs incurred attending conferences or training specific to the Protection Engineering discipline, such as vendor training. Employees will not be paid for additional time beyond normal work hours to attend training or conferences; however, the time spent traveling to or from training may be considered as time worked under the provisions of Title 7 Hours as provided in this letter agreement. Programs reimbursed by the Tuition Refund program are not eligible for Additional Time Worked compensation.

Company shall meet with the Union annually to discuss the training opportunities, developmental plans, and the distribution of the program among the employees. In order to provide transparency, the

Company will provide the Union with information including which employees have requested and attended trainings, the type and content of trainings attended, etc.

## Attachment A: Job Descriptions for Protection Engineers

Factor	Associate Protection Engineer	
<b>Summary</b>	This is an entry-level Engineer job that works under the general technical direction of more experienced engineers. This position trains in all job duties in its respective discipline and requires a high level of training, direction and review of work. This job is responsible for providing technical protection engineering for routine projects and maintenance/operation support including but not limited to: issuing protection requirements, relay and automatics settings, processing clearances, and investigating relay operations.	
	<p style="text-align: center;"><b>Transmission</b></p> Emphasis is placed on mastering power system modeling, databases, Distribution transformer protection, and non-pilot transmission line coordination.	<p style="text-align: center;"><b>Distribution</b></p> Emphasis is placed on mastering the protection of distribution lines, distribution transformer banks served from distribution voltages, event analysis, power system modeling, database updating, and protection coordination.
<b>Job Duties:</b>	Initial assignments from the tasks below will require direction and supervision; with experience the independence and responsibility will expand and the need for supervision will decrease.	
	<p style="text-align: center;"><b>Transmission</b></p> Provide protection engineering support for projects and studies. The engineer may perform the following job duties for transmission voltages 230 kV and below: <ul style="list-style-type: none"> <li>• Issue protection requirements and prepare description of operations for non-standard and localized SPS schemes</li> <li>• Conduct short circuit studies, calculate short circuit line impedance</li> <li>• Determine and issue relay and automatics settings</li> <li>• Support relay system installations, such as review test program, end-to-end test, load check, direction check, relay release, etc.</li> <li>• Conduct area coordination studies</li> <li>• Participate in project walkdown and project meetings</li> <li>• Provide construction drawing reviews</li> <li>• Update and maintain records, such as Aspen relay data base, transformer data sheet, short circuit base case, hard copy files, automatics data base, job files, port assignment sheets, breaker files, etc.</li> <li>• Review and approve new tools and training prior to rollout</li> <li>• Design and set localized SPS schemes based on Operation Engineering requirements</li> <li>• Identify existing protection deficiencies</li> </ul> The engineer at this level is also assigned to provide normal and emergency maintenance and operation support. The engineer may perform, but not limited to, the following tasks: <ul style="list-style-type: none"> <li>• Provide fault location</li> <li>• Investigate questionable relay operations, perform remote event retrieval and implement corrective actions</li> <li>• Process clearance request and provide specific protection setup</li> <li>• Assist technicians, operators for routine maintenance and operation work</li> </ul> Specific Duties for Transmission Group: <ul style="list-style-type: none"> <li>• Provide project and routine M&amp;O support to</li> </ul>	<p style="text-align: center;"><b>Distribution</b></p> Provide protection engineering support for projects and studies. The engineer may perform the following job duties for distribution voltages: <ul style="list-style-type: none"> <li>• Issue protection requirements and prepare description of operations for non-standard schemes</li> <li>• Conduct short circuit studies, calculate short circuit line impedance</li> <li>• Determine and issue relay settings</li> <li>• Support relay system installations, such as review test program, end-to-end test, load check, direction check, relay release, etc.</li> <li>• Conduct area coordination studies</li> <li>• Participate in project walkdown and project meetings</li> <li>• Provide construction drawing reviews</li> <li>• Update and maintain records, such as Aspen relay data base, transformer data sheet, hard copy files, job files, port assignment sheets, breaker files, etc.</li> <li>• Generate, review and approve new tools and training prior to rollout</li> <li>• Identify existing protection deficiencies</li> </ul> The engineer at this level is also assigned to provide normal and emergency maintenance and operation support. The engineer may perform, but not limited to, the following tasks: <ul style="list-style-type: none"> <li>• Investigate questionable relay operations, perform remote event retrieval and implement corrective actions</li> <li>• Process clearance request and provide specific protection setup</li> <li>• Assist technicians, operators for routine maintenance and operation work</li> </ul> Specific Duties for Distribution Group: <ul style="list-style-type: none"> <li>• Provide distribution planning engineers M&amp;O support</li> <li>• Provide and participate in distribution protection training and audit</li> <li>• Provide distributed generation interconnection review support</li> </ul>

Factor	Associate Protection Engineer	
	Hydro generation <ul style="list-style-type: none"> <li>• Manage digital fault recorders and perform event retrieval</li> <li>• Conduct FERC generation interconnection studies and third party load interconnections</li> </ul>	
<b>Scope</b>	Resolves problems of limited scope. Assignments typically require standard solutions. Assignments are regularly reviewed.	
<b>Interaction</b>	Will work with internal engineering, operations, substation construction and maintenance organizations to implement various aspects of the above job requirements. External contacts are occasional and limited to simple issues.	
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>• Able to apply basic engineering principles and theory</li> <li>• Basic understanding of symmetrical component theory and ability to perform fault calculations</li> <li>• Basic knowledge of logic gate theory and control circuitry</li> <li>• Effectively communicates both written and orally</li> <li>• Approaches and plans work in an organized manner to meet project commitments</li> <li>• Able to read and understand Operating, Single line, SLM&amp;R, and Schematic diagrams</li> <li>• Ability to quickly learn protection concepts and their application</li> </ul>	
<b>Job Qualifications:</b>		
<b>Education</b>	A 4-year BS Degree in Electrical Engineering or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US.	
<b>Licenses / Certifications</b>	Current and active California EIT Certificate desired.	
<b>Experience</b>	1-2 years experience in engineering desired.	

Factor	Journey Protection Engineer	
<b>Summary</b>	This is a journey-level protection engineer job that requires executing routine protection duties with minimal assistance. This position requires a moderate level of training, direction and review of work from more senior engineers and peers. This job is responsible for providing technical protection engineering for routine projects and maintenance/operation support including, but not limited to: issuing protection requirements, relay and automatics settings, processing clearances, and investigating relay operations.	
	<p style="text-align: center;"><b>Transmission</b></p> <p>Emphasis is placed on mastering the protection of generators, transmission lines, transmission transformer bank and event analysis.</p>	<p style="text-align: center;"><b>Distribution</b></p> <p>Emphasis is placed on mastering the protection of generators, generator step up transformers, distribution lines, tie cables, network feeders, distribution transformer banks served from distribution voltages, event analysis, power system modeling, database updating, and protection coordination.</p>
<b>Job Duties:</b>	<p>May perform all the functions of Associate Protection Engineer and in addition:</p> <ul style="list-style-type: none"> <li>• Provide guidance to peers and lower level engineers</li> </ul>	
	<p style="text-align: center;"><b>Transmission</b></p> <ul style="list-style-type: none"> <li>• Perform protection job duties for transmission voltages 230 kV and below</li> <li>• Handle special and complex projects, such as localized special protection scheme and MPAC</li> </ul>	<p style="text-align: center;"><b>Distribution</b></p> <ul style="list-style-type: none"> <li>• Perform protection job duties for distribution voltages</li> <li>• Handle special and complex projects, such as localized special protection scheme, fast distribution bus pickup scheme, tie cable, Switchgear IPAC, etc.</li> <li>• Participate in development of design standards, new tools and new relay schemes</li> </ul>
<b>Scope</b>	Resolves problems of moderate scope and complexity. Assignments typically require standard solutions. Under general direction, independently plans work to meet assigned objectives; progress is reviewed periodically for technical accuracy and adequacy in process and upon completion.	
<b>Interaction</b>	To implement various aspects of the above job requirements, will work with internal engineering, operations, substation construction and maintenance organizations with various levels of personnel to obtain cooperation, persuade, exchange and/or provide information. May attend meetings representing the group to meet job duties. External contacts limited primarily to obtaining and providing information to vendors, manufacturers and consultants on moderately routine issues.	
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>• Ability to calculate relay settings for all station automatics schemes, transmission line relaying, transformer bank protection, bus protection, generator protection, and breaker failure schemes</li> <li>• Thorough computer application and fault analysis program knowledge</li> <li>• Knowledge of symmetrical component theory and ability to perform fault calculations.</li> <li>• Basic understanding of logic gate theory and control circuitry</li> <li>• Knowledge of protection equipment, instrumentation and test procedures</li> <li>• Ability to analyze relay operations and determine fault locations</li> <li>• Able to work with moderate supervision and guidance to meet project commitments, both independently and/or as a member of a team</li> <li>• Able to understand and implement the technical requirements of interfacing engineering disciplines</li> <li>• Demonstrates informed judgment when making decisions and recommendations</li> <li>• Uses independent judgment in applying engineering principles and techniques to determine cost effective and practical solutions</li> <li>• Ability to manage and complete numerous non-conflicting projects concurrently</li> <li>• Interprets applicable codes, industry standards and regulations and educates others</li> <li>• Can provide thorough analysis of issues and justification of recommendations</li> <li>• Takes ownership of problems and their solutions</li> </ul>	
<b>Job Qualifications:</b>		
<b>Education</b>	A 4-year BS Degree in Electrical Engineering or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US.	

Factor	Journey Protection Engineer
<b>Licenses / Certifications</b>	Current and active California PE license desired
<b>Experience</b>	Mastery of the associate protection engineer job duties in respective discipline and demonstrated knowledge and ability to perform the basic duties of the Journey Protection Engineer. Meets specific technical requirements gained through a minimum of three years of cumulative experience in the field of system protection.

Factor	Senior Protection Engineer	
<b>Summary</b>	This is a senior-level engineer job that requires mastery of the journey engineer job duties and is responsible for complex system protection duties. This position requires a low level of training, direction and review of work from more senior engineers and peers. This job is responsible for providing technical protection engineering for routine and complex projects and maintenance/operation support including, but not limited to: issuing protection requirements, relay and automatics settings, processing clearances, and investigating relay operations.	
	<p style="text-align: center;"><b>Transmission</b></p> Emphasis is placed on mastering negotiating and coordinating protection of third party interconnections and becoming current with industry standards and practices through professional conferences and seminars.	<p style="text-align: center;"><b>Distribution</b></p> Emphasis is placed on mastering two major equipment layouts, one in outdoor switchyard, and the other in compact switchgear layout.
<b>Job Duties:</b>	May perform all the functions of Associate and Journey Protection Engineer, and in addition: <ul style="list-style-type: none"> <li>• Perform protection work on large and complex projects</li> <li>• Coach, direct, and assist technical employees and teams. May act as team leader</li> <li>• Performs root cause analysis and makes recommendations to address local and system-wide implications under emergencies</li> <li>• Mentor lower level protection engineers</li> </ul>	
	<p style="text-align: center;"><b>Transmission</b></p> <ul style="list-style-type: none"> <li>• Perform protection job duties for transmission voltages 230 kV and below</li> <li>• Review and comment on new design standards, tools and relay schemes</li> </ul>	<p style="text-align: center;"><b>Distribution</b></p> <ul style="list-style-type: none"> <li>• Perform protection job duties for distribution voltages</li> <li>• Identify and resolve standards deficiencies and recommend standards upgrades</li> </ul>
<b>Scope</b>	Resolves problems of complex scope. Assignments may provide an opportunity for creative or non-standard approaches. Under general direction, independently plans work to meet assigned general objectives. Work may be reviewed upon completion; solution may provide an opportunity for creative/non-standard approaches.	
<b>Interaction</b>	To implement various aspects of the above job requirements, will work with all levels of personnel to obtain cooperation, persuade, exchange and/or provide information. Lead and/or attend meetings representing the group to perform job duties. External contacts limited primarily to obtaining, exchanging and providing information to vendors, manufacturers, other utilities, and consultants on non-routine issues. May participate in professional affiliations (i.e. PSRC, IEEE) to keep abreast of new industry trends, developments and procedures. May represent the company on committees.	
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>• Ability to calculate relay settings for all station automatics schemes, transmission line relaying, transformer bank protection, bus protection, generator protection, and breaker failure schemes</li> <li>• Thorough computer application and fault analysis program knowledge</li> <li>• Knowledge of symmetrical component theory and ability to perform fault calculations</li> <li>• Understanding of logic gate theory and control circuitry</li> <li>• Knowledge of protection equipment, instrumentation and test procedures</li> <li>• Ability to analyze relay operations and determine fault locations</li> <li>• Able to work with moderate supervision and guidance to meet project commitments, both independently and/or as a member of a team</li> <li>• Able to understand and implement the technical requirements of interfacing engineering disciplines</li> <li>• Demonstrates informed judgment when making decisions and recommendations</li> <li>• Uses independent judgment in applying engineering principles and techniques to determine cost effective and practical solutions</li> <li>• Ability to manage and complete numerous non-conflicting projects concurrently</li> <li>• Interprets applicable codes, industry standards and regulations and educates others</li> <li>• Can provide thorough analysis of issues and justification of recommendations</li> <li>• Takes ownership of problems and their solutions</li> </ul>	
<b>Job Qualifications:</b>		
<b>Education</b>	A 4-year BS Degree in Electrical Engineering or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US.	

Factor	Senior Protection Engineer
<b>Licenses / Certifications</b>	Current and active California PE license desired
<b>Experience</b>	Mastery of the associate and journey protection engineer job duties in respective discipline and demonstrated knowledge and ability to perform the basic duties of the Senior Protection Engineer. Meets specific technical requirements gained through a minimum of eight years of cumulative experience in the field of system protection.

Factor	Senior Consulting Protection Engineer	
<b>Summary</b>	This is a senior consulting level protection engineer position that requires mastery of the Senior Engineer job duties and a current PE license. This job is responsible for providing excellent technical protection engineering for routine and complex projects and maintenance/operation support including, but not limited to issuing protection requirements, relay and automatics settings, processing clearances, and investigating relay operations. The engineer at this level leads complex protection projects, is a recognized expert within system protection, and applies extensive system protection knowledge to resolve complex problems with only general direction. Researches and identifies practical solutions to highly complex problems. Provides technical leadership and coaching.	
	Transmission	Distribution
	Emphasis is placed on developing and maintaining expertise in all job duties, and performs all job duties with little to no required supervision and keeps current with industry standards and practices through professional conferences and seminars.	Emphasis is placed on developing and maintaining expertise in all job duties, and performs all job duties with little to no required supervision and keeps current with industry standards and practices through professional conferences and seminars.
<b>Job Duties:</b>	May perform all the functions of Associate, Journey and Senior Protection Engineer, and in addition: <ul style="list-style-type: none"> <li>• Manage large highly complex projects and perform engineering analyses, studies, and develop conceptual designs</li> <li>• Develop innovative solutions to solve challenging technical issues</li> <li>• In emergencies, acts as a lead in root cause analyses and makes recommendations to address local and system-wide implications</li> <li>• Represent PG&amp;E at external industry associations, committees, trade organizations and other inter-utility groups</li> </ul>	
	Transmission	Distribution
	<ul style="list-style-type: none"> <li>• Perform protection job duties for transmission voltages 230 kV and below</li> </ul>	<ul style="list-style-type: none"> <li>• Perform protection job duties for distribution voltages</li> <li>• Develop technical policies, procedures, and contributes to the development of standards, specifications, construction documents, and guidelines</li> </ul>
<b>Scope</b>	Resolves problems of complex scope. Serves as a key technical resource within system protection. Regularly expected to apply creativity or new approaches to assignments that may be unique. Will receive technical guidance from Principal engineers. May lead others on technically complex projects. Under general direction of supervisor, plans work to meet general objectives. Work may be reviewed upon completion; solution often provides an opportunity for creative/non-standard approaches.	
<b>Interaction</b>	Internal contacts include project team members, managers and directors across various departments. Serves as the most senior technical expert on the team. External contacts limited primarily to obtaining, exchanging and providing information to vendors, manufacturers, other utilities, and consultants on non-routine issues. Participates in professional affiliations (i.e. PSRC, IEEE) to keep abreast of new industry trends, developments and procedures. May represent the company on committees. Often is a technical coach for others.	
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>• Demonstrate expert knowledge and abilities in system protection arena.</li> <li>• Able to handle multiple large and complex projects without little or no supervision and serve as team leader.</li> <li>• Demonstrate excellent presentation skills including knowledge transfer presentations. Provide leadership, direction, and assistance to engineers.</li> <li>• Coach and develop other lower level engineers routinely.</li> <li>• Able to prepare and present system protection related technical papers in the appropriate trade groups, such as IEEE, WPRC, etc.</li> </ul>	
<b>Job Qualifications:</b>		
<b>Education</b>	A 4-year BS Degree in Electrical Engineering or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US.	
<b>Licenses / Certifications</b>	Current and active California PE license required	

Factor	Senior Consulting Protection Engineer
<b>Experience</b>	Mastery of the associate, journey and senior protection engineer job duties in respective discipline and demonstrated knowledge and ability to perform the basic duties of the Senior Protection Engineer. Meets specific technical requirements gained through a minimum of thirteen years of cumulative experience in the field of system protection.

## **Attachment B: ESC Agreement Changes for Protection Engineering**

### **Title 7. Hours**

Since the work hours of employees covered by this Exhibit may vary on any given day, it is expected that they may be required to work for more than eight hours on a workday or to work on a non-workday as the occasion demands. Additional time worked may be eligible for compensation as outlined by the Additional Time Worked policy in Title 17 of this Exhibit.

The provisions for overtime pay in Section 7.3 are not applicable to Protection Engineering employees included in this unit.

The provisions of Section 7.4 (e) and 7.4 (f) shall apply to employees covered by this Exhibit.

Business travel for these employees is an integral part of their duties and may be considered as time worked and paid under the Additional Time Worked policy. However, employees are not eligible for pay for additional time worked for commuting to or from their regular headquarters. To receive payment for travel time incurred outside of normal work hours, these employees must receive approval in advance from their supervisor or higher as described in Title 17 of this Exhibit.

### **Title 8. Holidays**

The provisions for overtime pay in Section 8.5 are not applicable for these employees.

### **Title 9. Vacations**

#### 9.16 Hourly Increments

These employees shall not be charged vacation leave for increments used of less than four (4) hours.

### **Title 11. Sick Leave**

#### 11.6 Hourly Increments

These employees shall be charged sick leave in four (4) hour increments, with no charge made for increments of less than four (4) hours. Once the four (4) hour threshold is met, additional sick leave will be charged in hourly increments. No deduction shall be made for an increment of less than four (4) hours from the wages of an employee who has exhausted his/her sick leave.

- Example #1: Employee is off 3 hours for a medical appointment – the employee's sick leave account is not charged.
- Example #2: Employee is off 5 hours for a medical procedure – the employee's sick leave account is charged for the 5 hours.

### **Title 16. Meals**

The provisions of Section 16.2, 16.4 and 16.6 shall not be applicable to these employees.

(a) Meals are reimbursable if required for:

- 1) a business need to host customers or guests
- 2) out of town or overnight travel
- 3) business related circumstances that prevent normal meal practice
- 4) conferences or training sessions
- 5) business meetings
- 6) group or individual recognition

Approval for reimbursement is required by an employee's supervisor. Meals involving only PG&E employees conducting internal PG&E business or staff related meetings (i.e., items 5 and 6 above) are discouraged and are only reimbursable if approved by the employee's Director or VP.

Employees are expected to use good judgment in selecting moderately priced meals.

- (b) Groceries or the cost of meals prepared at home are not usually eligible for reimbursement. Exceptions may include meals prepared when on extended assignment away from home and home prepared meals when hosting clients on Company business. When such meals are reimbursable, reimbursement is limited to the actual cost of food and beverages purchased and consumed, or the catering costs if applicable.

### **Title 17. Overtime**

The following overtime provisions shall be applicable to employees covered by this Exhibit and will replace the provisions of this Title in the Agreement. Further, provisions for overtime payment contained elsewhere in the Agreement, including its exhibits or any other agreements between the parties, shall not be applicable to these Exempt employees unless otherwise specifically agreed upon.

#### **Additional Time Worked for Monthly Paid ("Exempt") Employees**

- a) Exempt employees will be eligible for compensation at the straight-time rate of pay for work beyond normal work schedules, subject to the conditions contained below:
1. Employee receives prior authorization from a supervisor, manager or director within the department to work beyond normal daily work schedule or on a non-workday to meet critical work requirements, including time worked by telecommuting or remote access or on Regular Days Off associated with Alternative Work Schedules.
  2. Employee works at least one hour beyond the normal daily work schedule, or works on a non-workday. On normal workdays, only the time beyond the initial one hour beyond the normal work schedule will be compensated. On non-workdays, all time worked will be compensated.
  3. Employee is not eligible for any other type of special incentive to offset additional time worked.
- b) Two Hour Minimum Callout for Protection Engineers

When employees are required to report for work on workdays outside of their regular work hours, they shall be paid at the straight-time rate of pay for not less than two hours including any travel time, provided, however, that if they continue to work into or beyond regular work hours, they shall be paid additional compensation only for travel time from their homes and for actual work time up to regular hours. When employees are required to report for work on non-workdays or on holidays, they shall be paid at the straight-time rate of pay for not less than two hours including any travel time.

Such reporting may include telephone, remote computer access, and other methods of response; however incidental phone calls of less than 5 minutes will not be considered a callout.

### **Title 21. Job Bidding, Promotion and Transfer**

A selection board comprised of two management and two Union appointed employees will interview all interested and qualified employees using jointly-developed job qualifications and interview questions, both for open positions and for advancement between career stages.

#### **a) Advancement from Associate to Journey level and Journey to Senior level**

Associate Protection Engineers reaching 3 years of protection experience will be reviewed by the board to determine if they are qualified to advance to Journey Protection Engineer; Journey Protection Engineers reaching 8 years of protection experience will be reviewed by the board to determine if they are qualified to advance to Senior Protection Engineer.

If the board determines that the candidate is qualified, the candidate will advance to the next career stage. If the board determines that the candidate is not qualified to advance, the supervisor will develop and provide a program of training and mentoring to assist the candidate in meeting the qualifications for the position. The candidate shall have the right to re-apply to the board after a minimum of 6 months. If the board again determines that the candidate is not qualified to advance, he/she shall have the right to re-apply after 12 months and every 12 months thereafter.

#### **b) Openings for Associate, Journey and Senior Protection Engineer**

When vacancies occur at the level of Associate, Journey or Senior Engineer, the selection board will interview all interested and qualified employees, using jointly-developed job qualifications and interview questions. The

selection board shall evaluate the candidates against the selection criteria to determine who is most qualified. Only ESC represented titles will be considered for alternate vacancies for Associate, Journey, or Senior Engineer. If the selection board determines that the interested ESC parties are not qualified for the position, additional candidates from within and outside the unit may be considered. For the remaining vacancies in these classifications, the Company may add candidates for consideration. In either case, applicants must meet minimum qualifications in order to be considered by the selection board. In the event the board is deadlocked, a fifth member alternately selected by the Union and the Company will be added to the panel to resolve disputes.

**c) Openings for Senior Consulting Protection Engineer**

When vacancies occur at the level of Senior Consulting Engineer, the selection panel will first consider only qualified Senior Protection Engineers covered by this agreement. If no Senior Engineers apply, or the panel rejects all Senior Engineer applicants, the panel may consider other candidates.

The company agrees to maintain a minimum ratio of one Senior Consulting Engineer position per supervisory unit.

**Title 22. Demotion and Layoff**

In the event that Demotions and Layoffs are needed, the Company will follow the provisions of Title 22 of the Agreement. Within the established unit, employees who meet the full requirements of the position may displace less senior employees in their reverse line of progression with service based on overall Company seniority.

**Line of Progression and Reverse Line of Progression**

The Transmission Protection and Distribution Protection engineer classifications will be a separate line of progression and reverse line of progression.

Protection Engineers shall be based in either the Transmission or Distribution discipline and shall be assigned work within their discipline. Consistent with agreed-upon training and development provisions, employees will be afforded opportunities to develop their skills and knowledge in their non-base discipline. To the extent possible, the Company will make assignments consistent with the employee's developmental plan.

The Company intends to staff both disciplines appropriately so that engineers in each discipline can carry the work load in that discipline. However, and only as a last resort during extraordinary circumstances and when other measures of re-balancing work load are not successful, the Company may assign work across disciplines.

In the event unplanned work assignments across disciplines are necessary, the Company will first assign work to qualified employees who have expressed interest in cross-discipline work. Such assignments shall carry a 2.5% pay premium during the length of the assignment, and shall not lead to an increase in the employee's total workload. Employees who perform work across disciplines at their own request for training purposes will not be eligible for this premium.

If no employees volunteer for cross-discipline duty, then the Company may assign work across disciplines to the least senior qualified protection engineer in the department. Such assignments shall carry a 2.5% pay premium during the length of the assignment, and shall not lead to an increase in the employee's total workload.

**Title 27. Management of Company**

Engineer Trainees may perform bargaining unit work as part of the Engineer Trainee Program for a period not to exceed one year.