



**Pacific Gas and  
Electric Company.**

**Matthew Levy**  
Principal Negotiator  
Labor Relations

375 N. Wiget Lane, Suite 130  
Walnut Creek, CA 94598  
925.974.4404

**15-10-ESC**

May 18, 2015

Joshua Sperry, Senior Union Representative  
Engineers and Scientists of California, Local 20  
IFPTE (AFL-CIO & CLC)  
810 Clay Street  
Oakland, CA 94607

Dear Mr. Sperry:

Company proposes to implement the Mapping Advancement Training Program (MAP) as described herein. This letter agreement cancels and supersedes LOA R3-04-13-ESC and LOA 15-02-ESC.

***General Provisions***

- A. The provisions of this Agreement are applicable to regular and probationary employees only.
- B. Individuals who enter the Gas or Electric Mapping Technician classification, shall be enrolled in and begin the training program as soon as possible, usually within one week. To qualify for appointment/transfer to a Mapping Technician classification, the appropriate testing standard must be met. Currently that includes a passing score on the Technical Test Battery (EEI), the Physical Test Battery (PTB), and Meeting the following additional new minimum qualifications (See Attachment 2 for modifications to Exhibit D):  
  
"Significant relevant field or industry experience, or its equivalent in training and education, for example: a relevant 2-year technical degree, a relevant technical/trade school certificate, a bachelor's degree, 2 years of experience in a classification in Exhibit A, or 2 years of experience with mapping, GIS, drafting, estimating or CAD."
- C. Progression through the MAP courses is intended to be continuous. Delays in program progression initiated by the participant may impact future wage treatment and/or placement status in the mapping line of progression. Participants shall be assigned work that parallels their course OJT/OJE and may also be assigned work not described in the course they are enrolled in. Temporary assignments beyond two weeks of participants to non-mapping assignments are strongly discouraged. Such assignments will be reported to the MAP Ad Hoc Committee.
- D. The MAP Administrator may implement appropriate controls and systems to assure effective administration and protect the integrity of the training program. The joint MAP Ad Hoc Committee (3 x 3; + Union and IR/HR Reps) will have overall responsibility for scope revisions to MAP and will review requests for exceptions to procedures outlined in this Agreement and the MAP User/Participant Guide.
- E. The updated MAP will be implemented immediately following the execution of this letter agreement.
- F. Previous versions of MAP will still be considered valid for purposes of determining ESC Mapping work jurisdiction.

**MAP Progression****I. Transition Plan for Present Incumbents**

- A. For purposes of this Agreement, "incumbents" are Mapping Technicians and Sr. Mapping Technicians of record as of the implementation date of March 1, 2015.
- B. Two joint committees (one in electric and one in gas) shall be established to evaluate Incumbent Mapping Technicians to determine appropriate wage placement and timing of promotions resulting from the implementation of the new MAP. These committees will make a recommendation to the joint MAP Ad Hoc Committee who will jointly review, approve and or modify the recommendations.

**II. MAP Course Progression/Exams**

- A. MAP is a 24 month program, with multiple courses that will be completed within the allowed program time-frame and in accordance with the MAP User/Participant Guide. New Gas and Electric Transmission Mappers will take the complete MAP training in their commodity, including all OJT/OJE.

The courses and time frame for GAS MAP is as follows. Courses may be taken in any order.

<b>Courses</b>	<b>Total Time in Months</b>
Foundation	1
Reading a Map	1
Lifecycle of a Job	1
Basic Gas	0.5
RFI	1
Tech & Tools	1
Posting Services 1	3
Posting Services 2	3
Leak Survey Overview for Mapping	1
Leak Data Entry for Mapping	1
Posting Mains	3
Leak Survey Scheduling for Mapping	1
Asset Registry	0.5
Corrections	0.5
Posting Others	1
Posting Stations	1
Transmission Mapping	3
SCADA	0.5
<b>Total</b>	<b>24</b>

Electric MAP duration is show below. Courses must be taken in the order shown:

<b>Courses</b>	<b>Total Time in Months</b>
MAP-0001 Introduction to Mapping	2 Months
MAP-0002 Basic Electric Jobs	6 Months
MAP-0003 Requests for Information	2 Months
MAP-0004 Other Mapping Functions	3 Months
MAP-0005 Intermediate Electric Jobs	5 Months
MAP-0006 Advanced Electric Jobs	6 Months
<b>Total</b>	<b>24 Months</b>

- B. Participants will take the assessment test at the end of each course once each WBT/Interactive PDF and the OJT/OJE have been completed. OJT/OJE will be a major requirement of the MAP and will be part of the Mapping Technician's development. Participants must complete all OJT/OJE assignments and demonstrate competency in order to successfully complete training. Exceptions must be approved by the MAP Ad Hoc Committee; this committee will also address all participant appeals.
- C. OJT/OJE – This work must be completed and will align with the courses the participant is working on. All OJT/OJE must be completed before the participant is promoted to Sr. Mapping Technician. If not completed within the timelines described above, the employee will be declared a first-time failure and have 90 days to complete the OJT/OJE. A second failure – defined as not completing the OJT/OJE within the 90 day period – will result in removal from the Mapping Technician classification and application of Section 22.4 of the Agreement.
- D. Grading/Appeals, Gas – For the Gas MAP questions will be embedded into the training and a 100% pass rate is required. Participants will be required to pass end-of course tests and will be allowed multiple attempts until successful completion. After several attempts the participant may be required to review selected lessons prior to retesting. Results will be provided at the time the last question has been submitted. Results will be captured and recorded. Failure of Gas MAP due to testing is only possible in the event that the participant does not complete all course assessment questions within the 24 month training period; such a failure will result in removal from the Mapping Technician classification and application of Section 22.4 of the Agreement. The Mapping Technician will have 30 days from receipt of their score to challenge the grading of any question(s).
- E. Grading/Appeals, Electric - For the Electric MAP a passing score for each course shall be required. Passing scores for each course can be found in the Electric MAP Participant Guide. Employees who are first-time failures will have 90 days to make up the deficiency, and attain a passing score on the end-of-course exam. If a passing score on the course exam is not achieved by the end of this period, the participant will be declared a second-time failure of that course. A second failure will result in removal from the Mapping Technician classification and application of Section 22.4 of the Agreement. The Mapping Technician will have 30 days from receipt of their score to challenge the grading of any question(s).
- F. It is the intent of the Company to keep MAP web based or electronic format trainings current. However, should MAP content become so outdated that it is impractical to continue using it, Company reserves the right to return to an annual test on an interim basis, using former testing and promotional procedures found in Exhibit D of the 2012 ESC Agreement. In that event, the parties agree to meet to negotiate a long-term replacement for MAP as well as the appropriate treatment of program participants.

- G. The annual promotional testing necessary for Principal/Expert/Lead positions will continue. The Principal/Expert/Lead Mapping Technician exam will be administered in accordance with the ESC Agreement and all other applicable agreements. The Company reserves the right to administer the Principal/Expert/Lead exam via an electronic format after review and approval by the Union. Upon conversion to an electronic format, the Principal/Expert/Lead Mapping Technician exam will be administered based upon eligibility factors in Attachment 2. Incumbent Senior Mapping Technicians who have not passed the test upon implementation of this Agreement shall also be eligible to test upon completing Senior-Lead training and OJT or in the absence of Senior-Lead training (Electric), until developed the former eligibility rules shall govern. "Senior-Lead" training and OJT means training for Senior Mapping Tech's which prepares them for Lead/Principal skills and duties. No eligible employee may take the test more than once every four months. Only the first three attempts will be on Company time.

Employees who are eligible to take the Principal/Expert/Lead test shall be granted the necessary time off work, and such time shall be considered as time worked, provided they have not previously failed the test three times. Those employees who have failed the third time will continue to be granted time off necessary to take the test; however, such time shall be without pay. Employees may use vacation or floating holidays to cover this time.

### **Cross Commodity Work**

Common routine mapping duties maybe assigned to either gas or electric Mapping Technicians without regard to functional responsibility. The agreed to cross functional assignments are:

- Base map preparation
- Underground Service Alert
- Scanning Maps
- Reproduction

Any additional cross-functional assignments not listed above require mutual agreement.

### **Wages and Classifications**


- A. Normally new Mapping Technicians will start at the beginning rate. An employee of the Company entering the Mapping Technician classification with a wage rate above the entry rate may retain that rate as long as it does not exceed the top of the Mapping Technician wage range.
- B. Progressive wage increases for participants will comply with Subsection 15.4 (a) (1) and 15.4 (b) (1) of the Agreement. Modifications will be made to Exhibit A of the ESC Agreement to reflect the new progressive wage steps for the Mapping Line of Progression, which shall include wage steps for Mapping Technicians, Senior Mapping Technicians, Senior Mapping Technicians (passed test), Lead Mapping Technicians, and Principal/Expert Mapping Technicians. See attachment 1 for modifications to Exhibit A.
- C. When a Senior Mapping Technician has passed the Lead/Principal/Expert exam, the Senior Mapping Technician will receive a 2.5% increase in their current wage rate or be placed onto the corresponding step of the Senior Mapping Tech (Passed Test) pay schedule, whichever is greater. In addition, the passed-test Senior Mapping Technician will be eligible to bid into a vacant Lead, Principal or Expert position.
- D. The Company and the Union agree to eliminate the classifications of Senior Mapping Technician – Local (3234 and 3235) and Senior Mapping Technician (Passed Test) – Local (3236 and 3237) and replace them with Lead Mapping Technician. The "local" classifications were created to designate Mapping Technicians working alone in a local office and recognize the increased responsibility in this role. In the future any Senior Mapping Technician (Passed Test) regularly

working alone in a local office will be placed in the Lead Mapping Technician classification; Company will meet and confer with the Union prior to assigning any non-test-qualified routine or Senior Mapping Technician to work alone in a local office. This provision is not intended to lead to upgrades for Senior Mapping Technicians temporarily working alone as specified in RC 722 (as modified by the 2012 contract cover letter item 26). Present incumbents will be reclassified to Lead Mapping Technician at the top step of the pay scale. Job duties from the Local job descriptions will be added to the Lead Mapping Technician job description.

If you agree, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,


PACIFIC GAS & ELECTRIC COMPANY

By:   
Matthew Lew  
Principal Negotiator

The Union is in agreement.

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

6/24, 2015

By:   
Joshua Sperry  
Sr. Union Representative

**Attachment 1: Modifications to Exhibit A**

<b>DIVISION CLASSIFICATIONS (3)</b>			<b>Effective</b>	<b>1/1/2015</b>	
Principal Mapping Technician					
50010539	3226	Electric	Start	49.91	per hour
50010540	3227	Gas	End 6 Months	50.65	per hour
			End 12 Months	51.38	per hour
Principal Mapping Technician - Electric Pass Expert Test					
51577077	3226		Start	49.91	per hour
			End 6 Months	50.65	per hour
			End 12 Months	51.38	per hour
Expert Mapping Technician - Electric					
51576990	3226		Start	49.91	per hour
			End 6 Months	50.65	per hour
			End 12 Months	51.38	per hour
Expert Mapping Technician - Electric-Provisional					
51641438	3226		Start	49.91	per hour
			End 6 Months	50.65	per hour
			End 12 Months	51.38	per hour
Lead Mapping Technician					
50010541	3228	Electric	Start	48.11	per hour
50010542	3229	Gas	End 6 Months	49.16	per hour
Lead Mapping Technician - Electric Pass Expert Test					
51577076	3228		Start	48.11	per hour
			End 6 Months	49.16	per hour
Senior Mapping Technician					
50010543	3230	Electric	Start	40.61	per hour
50010544	3231	Gas	End 6 Months	41.64	per hour
			End 12 Months	42.68	per hour
			End 18 Months	43.72	per hour
			End 24 Months	44.76	per hour
			End 30 Months	45.83	per hour
Senior Mapping Technician (passed test)					
50010545	3232	Electric	Start	41.63	per hour
50010546	3233	Gas	End 6 Months	42.68	per hour
			End 12 Months	43.75	per hour
			End 18 Months	44.81	per hour

			End 24 Months	45.88	per hour
			End 30 Months	46.98	per hour
51576995	3232	Senior Mapping Technician - Electric Pass Expert Test	Start	41.63	per hour
			End 6 Months	42.68	per hour
			End 12 Months	43.75	per hour
			End 18 Months	44.81	per hour
			End 24 Months	45.88	per hour
			End 30 Months	46.98	per hour
		<del>Senior Mapping Technician - Local</del>			
50073046	3234	Electric	Start	41.63	per hour
50073048	3235	Gas	End 6 Months	42.68	per hour
			End 12 Months	43.75	per hour
			End 18 Months	44.81	per hour
			End 24 Months	45.88	per hour
			End 30 Months	46.98	per hour
		<del>Senior Mapping Technician - Local (passed test)</del>			
50070829	3236	Electric	Start	n/a	per hour
50073043	3237	Gas	End 6 Months	43.75	per hour
			End 12 Months	44.84	per hour
			End 18 Months	45.93	per hour
			End 24 Months	47.03	per hour
			End 30 Months	48.15	per hour
			<b>1/1/2015</b>		
50010549	3241	Mapping Technician - Electric	Start	28.36	per hour
50010550	3242	Mapping Technician - Gas	End 6 Months	31.13	per hour
			End 12 Months	33.95	per hour
			End 18 Months	36.74	per hour

## Attachment 2: Modifications to Exhibit D Job Descriptions

### Exhibit D.II.B

#### Eligibility and Training for Lead/Principal/Expert Mapping Tech Exam

A Senior Mapping Technician shall be eligible to take the Lead/Principal/Expert Mapping examination when they have met all of the following requirements:

1. Successful completion of the Senior-Lead Mapping Technician training module,
2. Successful completion of Senior-Lead Mapping Technician OJT requirements, and
3. Have been in the Senior Mapping Technician classification for a minimum of 90 days.

Senior Mapping Technicians may request to enroll in the Senior-Lead Mapping Tech training and OJT immediately upon entry into the classification, or at any time thereafter. The Company will provide any Sr. Mapping Technician requesting training the opportunity to complete the training module and OJT requirements within 90 days of the request. The company will also provide 2 hours per week for the 90 day duration of training during regular work hours in order to take the training course and perform OJT assignments. Upgrades will not be paid for performing Principal/Expert/Lead work during the paid training time.

#### Mapping Technician

##### Requirements:

~~High school graduation with drafting and math background. Ability to prepare mechanical drawings and to do lettering of an acceptable grade, both by freehand and by use of drafting aids and computer-assisted mapping tools.~~

Must pass applicable employment tests (PTB and EEI Tech Test) and possess basic computer skills.

Must possess significant relevant field or industry experience, or its equivalent in training and education, for example: a relevant 2-year technical degree, a relevant technical/trade school certificate, a bachelor's degree, 2 years of experience in a classification in Exhibit A, or 2 years of experience with mapping, GIS, drafting, estimating, computers or CAD. This is not applicable to employees displaced into a Mapping Technician vacancy under Title 22. (Amended 3/1/2015)

#### ~~SENIOR MAPPING TECHNICIAN – LOCAL~~

<del>Electric – 3234</del>	<del>Gas – 3235</del>
<del>Electric-passed test – 3236</del>	<del>Gas-passed test – 3237</del>

##### Duties:

~~When regularly assigned to work alone, in the absence of other mapping personnel, under the supervision of an exempt employee performs the duties of a Senior Mapping Technician. Completed work may be reviewed for conformance with Company standards by a Principal Mapping Technician or Lead Mapping Technician at the discretion of local supervision.~~

~~In addition, assumes responsibility for the maintenance of all maps in their operating area, the scheduling of work priorities, the timely filing of required reports, and the furnishing of mapping information to requesting parties.~~

##### Requirements:

~~Must meet the requirements of Senior Mapping Technician.~~



## LEAD MAPPING TECHNICIAN

Electric - 3228	Gas -3229
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### Duties:

Under the supervision of an exempt employee or Principal Mapping Technician, directs the work of not more than three other mapping employees.

Performs the work of a Senior Mapping Technician and other duties as required.

When regularly assigned to work alone, in the absence of other mapping personnel, under the supervision of an exempt employee performs the duties of a Senior Mapping Technician. Completed work may be reviewed for conformance with Company standards by a Principal Mapping Technician or Lead Mapping Technician at the discretion of local supervision.

In addition, assumes responsibility for the maintenance of all maps in their operating area, the scheduling of work priorities, the timely filing of required reports, and the furnishing of mapping information to requesting parties. (Amended 3/1/2015)

### Requirements:

Must meet the requirements for a Senior Mapping Technician and have demonstrated the ability to direct the work of Mapping Technicians, and Senior Mapping Technicians.

In an agreed upon testing procedure, must successfully pass a Company examination.