



**Pacific Gas and  
Electric Company**

Denise Floyd  
Principal Negotiator  
Labor Relations

1850 Gateway Blvd  
Concord, CA 94520  
925.974-4411

**16-04-ESC**

January 20, 2016

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:

In recognition of the value obtained with inclusion of appropriate Subject Matter Experts ("SME") on Company initiatives and projects, the Company and Union met and discussed a Pilot to determine such selections and commitments for Gas and Electric Mapping. Based on those meetings, the following SME Pilot Program was developed for the Gas and Electric Mapping departments:

1. The Company identifies a need for a special project or initiative. Company will post a description of the work, number of positions, location(s), anticipated timeframe for SME(s) participation, any special skills required, and the amount of pay increase while on such SME assignment, which will be either a 5% or 10% increase above base rate of pay as determined by the Company, and posted. Other information that may be included in the posting are: percentage of time dedicated to project or initiative, travel and any special skills desired (but not required).
2. The posting period will be for seven calendar days. All Mappers will have the opportunity to view the posting and express interest, during the posting period.
3. The Company will review all candidates who have expressed interest, which may include an interview for the top few candidates and/or an opportunity to demonstrate skills or experience. The Company will then select the most qualified Mapper(s). Seniority will be given consideration but shall not be the determining factor. The Union will not determine qualifications; however, the Union has the right to object to an employee's selection on the basis of disharmony in the workplace.
4. SME assignments shall not be greater than six months unless there is a mutual agreement between the Company and Union to extend a SME(s) assignment.
5. Employee(s) on SME assignments will still have the opportunity to work approved overtime on work at their local headquarters and specific to the SME assignment.
6. While on SME assignments, they will perform special duties to meet the needs of that assignment and regular mapping duties, as assigned.
7. The Company will review and determine business needs for backfill, overtime, and use of Hiring Hall.

The described Pilot Program is without precedent or prejudice to either party. The Union and Company agreed that the duration of the Mapping SME Pilot shall be for one year from the execution of this agreement and may be extended by mutual agreement.

This agreement may be cancelled by either party with 30 days' notice.

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,

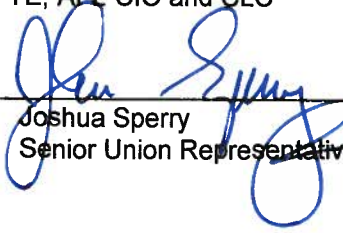
PACIFIC GAS & ELECTRIC COMPANY

By:   
Denise Floyd  
Principal Negotiator

The Union is in agreement.

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

1/26, 2016

By:   
Joshua Sperry  
Senior Union Representative