



**Pacific Gas and  
Electric Company**

Denise Floyd  
Principal Negotiator  
Labor Relations

1850 Gateway Blvd  
Concord, CA 94520  
925.974-4411

**16-06-ESC**

March 22, 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:

As we have discussed, the Company has had difficulty attracting and filling qualified Expert and Provisional Mapping Technicians at the System Center located at: 2730 Gateway Oaks Drive, Sacramento, CA 95833. The Company has attempted to fill regular, Provisional and temporary Expert Mapping Technician vacancies/assignments under Letter of Agreement 13-30 through the bid system, but has been unable to satisfy the current need. To address this, the Company and Union have agreed to the following temporary modification to LA 13-30:

1. Provisional Expert Mapping Technician positions may continue to be filled in the manner established under LA 13-30-ESC.
2. As a temporary modification, if an employee permanently headquartered at the 2730 Gateway Oaks Drive, System Center accepts a Provisional Expert Mapping Technician vacancy, the employee will be permitted to return to their previously held base classification prior to accepting the Provisional Expert designation, for a period of six months.
3. The Company will be permitted to upgrade Routine Mapping Technicians located at the System Center to Expert under the following conditions:
  - a. The routine Mapping Technician must be deemed qualified by both an Expert Mapping Technician and the Supervisor, and must have at least 12 months of experience in the classification. At the discretion of the Expert and Supervisor, these 12 months may include Hiring Hall experience.
  - b. Routines accepting the upgrade will not be required to oversee the work of more than three other Mapping Technicians.
  - c. Routines accepting the upgrade who are uncomfortable in the role may decline the upgrade at any time and return to their regular position.
4. A Senior Mapping Technician from another office who accepts a temporary assignment to an Expert position at the 2730 Gateway Oaks Drive, System Center, upon the employee's request, will not be responsible to oversee more than three routine Mapping Technicians.
5. This entire agreement will expire March 1, 2017, unless extended by mutual agreement.

The described temporary modification is without precedent or prejudice to either party. 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,

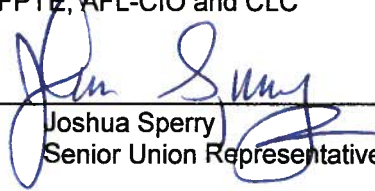
PACIFIC GAS & ELECTRIC COMPANY

By:   
Derlise Floyd  
Principal Negotiator

The Union is in agreement.

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

3/23, 2016

By:   
Joshua Sperry  
Senior Union Representative