



**Pacific Gas and
Electric Company.**

Robert Joga
Senior Director
Labor Relations

375 N. Wiget Lane, Suite 130
Walnut Creek, CA 94598
925.974.4461

18-11-ESC

July 23, 2018

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:

For several years, PG&E Gas Operations has maintained a group of Engineering Assistants I (EA I) and Engineering Assistants II (EA II) to perform Scanning and Attributing work. The work tasks are described in detail below. PG&E is now developing new software and work processes which will almost entirely automate the tasks performed by the Scanning and Attributing team. In accordance with Title 22.10 of the ESC Agreement, it is the mutual desire of both the Company and Union to find other positions within PG&E for these employees. The Company proposes to use staff augmentation and to contract the work to external vendors to provide coverage for the duties over a longer timeframe while regular employees move out of these positions. This is intended to prevent involuntary reassignments or layoffs that could result per Title 22.9 once the work has been eliminated.

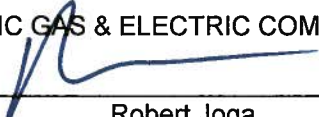
1. **Work Definition.** The main tasks of EA I and EA II employees in Scanning and Attributing are:
 - a. Scan hard copy documents of Gas Distribution (GD), Gas Transmission (GT) and Gas Station as-built packages.
 - b. Check for and correct scanning errors.
 - c. Assign proper filenames, document types, and metadata. Check these and correct errors.
 - d. Check for and remove duplicates.
 - e. Upload scanned documents to appropriate systems. Create online folder structure and/or job index.
 - f. Continually update status in SAP, SharePoint, and other tracking systems.
 - g. John Cross, a non-union Business Analyst, will be permitted to perform bulk uploads on a Present Incumbent Only (PIO) basis.
2. **Work jurisdiction.** Neither party cedes any work jurisdiction by this agreement, and the parties agree that there is not a lack of work for EA's at this time. If work remains after the automation process is implemented, it will be performed by EA's or other agreed-upon classifications.
3. **Scope and Duration.** The following sections of this agreement apply to the incumbent employees listed in Attachment I. These provisions will last from July 1, 2018 until December 31, 2021. The parties may extend this deadline by mutual agreement, or may meet and confer to modify the terms.

4. Use of Contractors. Upon execution of this Agreement, the parties agree to the following:
 - a. The Company will have the ability to use staff augmentation contractors and/or Hiring Hall employees to perform the Scanning and Attributing functions. The Union will not object to EA I, EA II or Senior EA employees in the department training, supporting, or working closely with this supplemental staffing without upgrade to a higher classification. The parties agree to waive the provisions of 27.2(c) as it applies to this work for the period of this Agreement.
 - b. The Company will have the ability to outsource the work in part or in total to external contractors during the term of this Agreement. The parties agree to waive the provisions of 27.2(b) regarding this work for the period of this Agreement.
5. No layoff. Company agrees there will be no layoff of EA employees in this group during the period of this Agreement.
6. Redeployment.
 - a. While incumbent employees will not be displaced as a result of this Agreement, the parties agree to afford preferential bid rights in accordance with Title 22, as described below, until such time as incumbents listed in Attachment I report to a new position or this Agreement expires, whichever occurs sooner.
 - Incumbents will be granted priority bid rights to any beginning ESC job vacancies within 50 miles of the employee's headquarters or within the Region until December 31, 2021.
 - Incumbents with at least three years of service will also be granted priority for transfer to a beginning job vacancy, if one is available, in another line of progression in the System.
 - In all cases, the employee must possess the qualifications for the position.
 - b. Employees reporting to new positions under this process will have preferential return rights under Section 22.3.c in filling the next vacancy in their original or successively lower classification or headquarters or both.
 - c. Incumbent employees accepting a new position on or after April 1, 2018, will be provided a one-time redeployment incentive payment of \$10,000. Payment will be made within four pay periods after reporting to the new position.
 - d. On or around October 31, 2021, the Incumbent employee(s) remaining in the department will also receive the one-time \$10,000 incentive payment.
7. Overtime. The current overtime offer will remain in place for EA's in the department as long as Staff Augmentation contractors are performing Scanning and Attributing work. If there are no Staff Augmentation contractors, Company will offer overtime to employees in the department in accordance with 27.2 (b).
8. Long-term staffing. The Company will maintain a minimum of one EA in the department to perform Quality Control and other oversight functions for the work processes until expiration of this Agreement.

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,

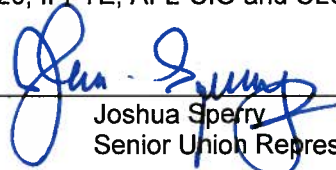
PACIFIC GAS & ELECTRIC COMPANY

By:  _____
Robert Joga
Senior Director

The Union is in agreement.

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

 _____, 2018

By:  _____
Joshua Sperry
Senior Union Representative

Incumbents List

ID	Name	Classification
234294	Beltran, Hazelanne C	Senior Engineering Assistant
290007	Dominguez, Elizabeth	Engineering Assistant I
292657	Ens, Matthew Ryan	Engineering Assistant I
277422	Erdozaincy, Dominique	Engineering Assistant I
296600	Keeton, Brooke	Engineering Assistant I
287341	Mariolle, Raymond Matthew	Engineering Assistant I
279732	Rodrigues, Darin	Senior Engineering Assistant
307200	Rodriguez, Christopher David	Engineering Assistant I
299667	Rodriguez, Melissa	Engineering Assistant I
301012	Romero, Sylvia Marie	Engineering Assistant I