



**Pacific Gas and  
Electric Company**

**Eric Bachman**  
Principal Negotiator  
Labor Relations

375 N. Wiget Lane, Suite 130  
Walnut Creek, CA 94598  
925.974.4403

**17-20-ESC**

October 3, 2017

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

Dear Mr. Sperry,

The Company and Union have concluded negotiations for newly represented employees in the "RAP Engineer" (Reliability Asset Planning Engineer) classifications. The agreed upon contract language and job descriptions are included as attachments to this agreement.

**1. Implementation Date**

All these employees will be included in the general ESC-PG&E contract as of the implementation date of October 1, 2017.

**2. Classification Groups and Distribution Engineer II**

All Classifications will be added to the existing Distribution Engineering classification group in Exhibit D.IV.10 in the Electric Distribution Engineer Line of Progression.

- a. The classification of "Expert RAP Engineer" will be changed to "Senior Consulting Distribution Engineer."
- b. Senior Distribution Engineer will be next higher to Electric Distribution Engineer, and Senior Consulting Distribution Engineer will be next higher to Senior Distribution Engineer. Principal Electric Distribution Engineer will be next higher to Senior Consulting Electric Distribution Engineer. This incorporates the "Distribution Engineer II" from item 8 of the current contract cover letter, and the commitment to negotiate and fill a "Distribution Engineer II" classification in Electric Engineering is hereby satisfied.
- c. The Incumbent Associate RAP Engineer, Paula Avery, will be converted to (journey level) Distribution Engineer, but will be allowed to continue her current duties on a Present Incumbent Only (PIO) basis. This provision will not be used to prevent a temporary upgrade or regular promotion to Senior Distribution Engineer when Ms. Avery reaches the qualifications for Senior Distribution Engineer.

**3. Seniority**

Seniority shall be determined per Title 13 using each employee's date of hire at PG&E.

**4. Recognition Clause**

The parties agree to modify Title 3 of the Contract to reflect the inclusion of these groups by referring to the National Labor Relations Board (NLRB) case numbers as shown below and adding the next number to the list in section 3.1:

**TITLE 3. RECOGNITION**

**3.1 RECOGNITION**

##. NLRB Case 20-RC-191149, March 9, 2017, RAP Engineers

**5. Exhibit A, Exhibit D and Appendix 1**

All classifications will be added to Exhibit A. Prebid codes will be established for all positions. Classification-specific working conditions will be added to Exhibit D and job descriptions will be added to Appendix 1.

**6. Incumbent Distribution Engineers**

The Company will implement a promotional consideration request process as under section 21.11.c. All current Electric Distribution Engineers meeting the negotiated requirements for the Senior Distribution Engineer will be permitted to apply. The interview panel will consider all applicants and will promote a minimum of two Distribution Engineers. Such promotions will occur in place and will not cause any increase in total headcount.

**7. Entry Engineer placements**

The Union and Company will meet to discuss a process for the placement of candidates from the "Entry Engineer" or "Engineering Development Rotational Program (EDRP)" into ESC-represented Electric Distribution Engineer Associate classifications. Until an agreement is reached on this issue, the Company may continue to place EDRP candidates into "Associate RAP Engineer" positions in either Distribution or Transmission, and such Associates will be treated similarly to those mentioned in item 2 above.

**8. Working Supervisor**

This supervisor position is currently supervising five Area Planning Senior and higher Distribution Engineers and EDRP trainees. The supervisor shall maintain the ability to perform bargaining unit work so long as the supervisor does not expand beyond the status quo. Should the supervisor exceed supervising employees in those departments that are covered by this agreement, supervisor will no longer be permitted to perform any union-represented duties.

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,

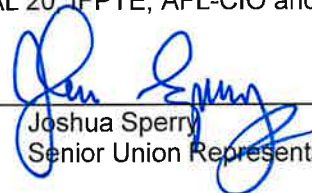
PACIFIC GAS AND ELECTRIC COMPANY

By:   
Eric Bachman  
Senior Manager

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

10/3, 2017

By:   
Joshua Sperry  
Senior Union Representative

***Additions to Exhibit D.IV.10***

**J. Senior Advising Engineer**

When considering candidates for Senior Consulting Engineer vacancies, the selection committee may elect to fill a Senior Advising Engineer position if the best qualified candidate does not possess an active California Professional Engineer registration. The duties and pay range will be the same for Senior Advising and Senior Consulting Engineers. If the Company elects to fill vacancies, the Company shall determine if creating a Senior Advising Engineer position is appropriate, and will notify the selection committee.

**K. Seniority and Title 22 Application**

In the event that Demotions and Layoffs are needed, the Company will follow the provisions of Title 22 of the Agreement. Senior and higher Electric Distribution Engineers may not displace another less senior ESC-represented incumbent unless the Electric Distribution Engineer has previously held that classification on a regular basis, meets all current requirements for the position, and has more ESC service than the impacted employee.

**L. Temporary Upgrades to Principal Distribution Engineer**

Temporary upgrades to Principal Distribution Engineer will be solely at the discretion of management and not subject to the grievance procedure.

**M. Filling of Principal Distribution Engineer vacancies**

Should the Company determine at its sole discretion to fill a Principal Distribution Engineer vacancy, the vacancy will be filled through the use of a joint selection panel which will consider internal and external applicants simultaneously.

## Job Descriptions

	<b>Senior Electric Distribution Engineer - 52011739</b>
<b>Summary</b>	The Senior Electric Distribution Engineer job requires mastery of the Electric Distribution Engineer skills and duties. This position ensures the safe, reliable and efficient operation of the electric power system by providing technical, planning and project implementation support for substation, distribution, distribution network systems, and/or distributed generation. The responsibility level of this position increases with experience and demonstrated ability.
<b>Job Duties</b>	<p>The Senior Electric Distribution Engineer is able to independently perform the job duties of an Electric Distribution engineer, and in addition:</p> <ol style="list-style-type: none"> <li>1. Works with limited guidance to complete assignments of broad scope and complexity with few precedents or standards, and assignments that require integration of information from a variety of sources.</li> <li>2. Applies extensive knowledge of concepts, principles, and practices in power systems engineering to resolve complex problems.</li> <li>3. Evaluates and identifies strategies, plans and opportunities to improve Company performance.</li> <li>4. Expands breadth of knowledge to other areas of specialty or further develops expertise and specialization in one area.</li> <li>5. May provide oversight, direction, coordination and collaboration, guidance and support to operations personnel and/or engineering personnel on work execution and/or compliance with Company and industry standards (e.g. certifications).</li> <li>6. Approves Distribution Planning Area (DPA) load forecast. Determines and approves final load growth regression mode for load growth studies.</li> <li>7. Participates in prioritization and funding for distribution programs.</li> <li>8. Prepares system wide analysis and recommendations for targeted distribution work.</li> <li>9. As assigned, assist in communicating with regulators, customers and other external stakeholders to advance PG&amp;E's objectives.</li> <li>10. As assigned, provide data to support General Rate Case efforts, regulatory proceedings and data requests.</li> <li>11. As assigned, lead the capacity planning and load forecasting process, and lead effort to identify Distributed Energy Resources (DER) services.</li> <li>12. As assigned, support and drive Outage Review process, lead regional outage review team (ORT) meetings including development of necessary reliability reports.</li> <li>13. As assigned, lead distribution automation initiatives.</li> <li>14. As assigned, support benchmarking with other utilities.</li> <li>15. As assigned, provide technical training, coaching and mentoring to lower level engineers.</li> <li>16. As assigned, work on revising work processes, asset strategy, risk analysis, standards updates, program management, data analytics, committees and special assignments.</li> <li>17. As assigned, develop metrics and performance targets that track reliability and system performance as well as the methods and procedures for providing these metrics.</li> <li>18. May be assigned to prepare regulatory reliability reports, support General Rate Case efforts and other regulatory proceedings as an asset program assistant. Responds to associated data requests as required.</li> </ol>

	<b>Senior Electric Distribution Engineer - 52011739</b>
<b>Scope</b>	Resolves problems of complex scope. Assignments may require complex solutions. Works independently with limited feedback from other engineers and supervisor. Job duties will vary by assignment.
<b>Interaction</b>	Work requires limited interaction with more experienced engineers and supervisor. External contact with vendors, PG&E contractors, regulatory agencies and customers. Government contacts may be required. May attend selected trade and association meetings. May provide technical guidance and mentorship to Electric Distribution Engineer, Associates and Electric Distribution Engineers.
<b>Knowledge/Abilities</b>	<p>Demonstrate knowledge and abilities required for the Electric Distribution Engineer position, and in addition:</p> <ol style="list-style-type: none"> <li>1. General knowledge of power systems, power flow analysis, power system theory, voltage stability, and transmission, substation and distribution planning.</li> <li>2. Demonstrate ability to handle multiple large scale, large budget, complex projects with limited supervision.</li> <li>3. Demonstrate effective communication and presentation skills.</li> <li>4. Ability to serve as the leader for guiding project teams.</li> <li>5. Applies extensive knowledge of concepts, principles, and practices in a specific discipline, field, or area of expertise to resolve complex problems.</li> <li>6. Takes ownership of problems and their solutions and provides leadership, direction, and assistance to technical employees and teams. Coaches and develops others.</li> <li>7. Recognizes and actively seeks value added improvements to the system.</li> <li>8. Recommends and assists in implementation of strategic direction.</li> </ol>
<b>Job Qualifications</b>	<p>Mastery of the Associate and Journey level Engineer job duties and demonstrated knowledge and ability to perform the basic duties of the Senior level Engineer. Meets specific technical requirements gained through a minimum of eight (8) years of cumulative experience in engineering and design.</p> <p>Depending on which specific job position is being filled, the candidate must demonstrate proficiency in one or more of the following specific areas:</p> <ol style="list-style-type: none"> <li>1. Distribution Network systems</li> <li>2. Advanced Distribution Automation</li> <li>3. Distribution Equipment Life Cycle Asset Management</li> <li>4. Utility Pole Asset Management</li> <li>5. Data Analytics</li> <li>6. Software coding/ programming (i.e. Python Scripting)</li> <li>7. Long Term Forecasting and Planning</li> <li>8. Reliability Analysis and improvement</li> </ol>

	<b>Senior Electric Distribution Engineer - 52011739</b>
<b>Education</b>	A BSEE from a college or university accredited by the Accreditation Board of Engineering and Technology. Applicants with other Engineering bachelor's degrees may be considered by mutual agreement of the interview panel.
<b>Licenses/Certifications</b>	Current and active Professional Engineer (PE) license desired.

	<b>Senior Consulting - XXXXXXXX/ Senior Advising Electric Distribution Engineer - 52011740</b>
<b>Summary</b>	<p>The Senior Consulting/Senior Advising Electric Distribution Engineer job requires mastery of the Senior Electric Distribution Engineer skills and duties. This position ensures the safe, reliable and efficient operation of the electric power system by providing technical, planning and project implementation support for substation, distribution, distribution network systems, and/or distributed generation.</p> <p>The Senior Consulting/Senior Advising Electric Distribution Engineer is a recognized expert within their area of responsibility, and someone who will apply their extensive knowledge of engineering principles and practices and system analysis to develop creative solutions to complex problems.</p>
<b>Job Duties</b>	<p>The Senior Consulting/Senior Advising Electric Distribution Engineer is able to independently perform the job duties of a Senior Distribution Engineer, and in addition:</p> <ol style="list-style-type: none"> <li>1. Independently completes assignments of broad scope and complexity with few precedents or standards, assignments that require integration of information from a variety of sources, and studies that comprehensively evaluate strategies and plans for the power distribution system. Conducts special studies at the request of upper management.</li> <li>2. Comfortably and effectively works with conflicting or ambiguous information.</li> <li>3. Identifies and implements opportunities to improve Company performance.</li> <li>4. Is recognized as a subject matter expert in one discipline or type of engineering and provides breadth of knowledge and/or performs analysis and projects across several areas of the distribution system. Searches for and discovers practical solutions to highly complex problems and evaluates and implements new technologies.</li> <li>5. Provides leadership, direction, and assistance to technical employees and teams. Coaches and develops others.</li> <li>6. As assigned, ensure the cost-effective implementation of the highest priority projects while optimizing capital investments. May manage multi-year budgets for assigned work categories.</li> <li>7. Develop and manage major distribution capital and expense programs (e.g. reliability; asset replacement/modification; capacity; automation).</li> </ol>

	<b>Senior Consulting - XXXXXXXX/ Senior Advising Electric Distribution Engineer - 52011740</b>
<b>Scope</b>	Resolves problems of complex scope, which may require complex solutions. Works independently and provides guidance and feedback to other engineers. Expected to apply creative solutions, techniques and approaches to work assignments. Has well-developed technical and communication skills. Job duties will vary by assignment.
<b>Interaction</b>	May be required to work with other Senior Consulting/Senior Advising Engineers and supervisor. Some external contact with vendors, PG&E contractors, regulatory agencies and customers. Government contacts as assigned by supervisor. May attend selected trade and association meetings. Provides technical guidance to other engineers.
<b>Knowledge/Abilities</b>	Demonstrates knowledge and abilities required for the Senior Electric Distribution Engineer and also: <ol style="list-style-type: none"> <li>1. Is a technical pathfinder who consistently searches for and discovers practical solutions to highly complex problems and delivers positive results</li> <li>2. Assesses business conditions, identifies opportunities, and develops programs from a multifunctional, cross-process perspective to enhance corporate business positions.</li> </ol>
<b>Job Qualifications</b>	<p>Mastery of the Associate, Journey, and Senior level engineer job duties and demonstrated knowledge and ability to perform the basic duties of the Senior Consulting Level Engineer. Meets specific technical requirements gained through a minimum of thirteen (13) years of cumulative experience in engineering and design.</p> <p>Depending on which specific job position is being filled, the candidate must demonstrate proficiency in one or more of the following specific areas:</p> <ol style="list-style-type: none"> <li>1. Distribution Network systems</li> <li>2. Advanced Distribution Automation</li> <li>3. Distribution SCADA and feeder automation software</li> <li>4. Distribution Equipment Life Cycle Asset Management</li> <li>5. Utility Pole Asset Management</li> <li>6. Data Analytics</li> <li>7. Software coding/programming (i.e. Python Scripting)</li> <li>8. Long Term Forecasting and Planning</li> <li>9. Reliability Analysis and improvement</li> </ol>
<b>Education</b>	A BSEE from a college or university accredited by the Accreditation Board of Engineering and Technology. Applicants with other Engineering degrees may be considered by mutual agreement of the interview panel.
<b>Licenses/Certifications</b>	<p>Current and active Professional Engineer (PE) license desired, but not mandatory, for Senior Advising Electric Distribution Engineer.</p> <p>Current and active Professional Engineer (PE) license is mandatory for Senior Consulting Electric Distribution Engineer.</p>

	<b>Principal Distribution Engineer - 52011741</b>
<b>Summary</b>	This category is for the engineer that has acquired extensive knowledge in a specific discipline or area of expertise that has the recognition for such knowledge both inside PG&E and by the industry in general. This engineer provides technical input to industry organizations, works independently, and provides analysis techniques to develop creative solutions.
<b>Job Duties</b>	<p>The Principal Electric Distribution Engineer is able to independently perform the job duties of lower level Distribution Engineers, and in addition:</p> <ol style="list-style-type: none"> <li>1. Leads the largest, most complex (multi-discipline, multi-group) projects and performs the most complex technical analyses, studies, and develops conceptual solutions.</li> <li>2. Provides internal consulting for PG&amp;E in areas of expertise.</li> <li>3. Provides consulting to management in an area which is strategically important to PG&amp;E's business and which is best served with in-house expertise.</li> <li>4. Makes significant contribution in the formation of PG&amp;E strategy on key technical issues.</li> <li>5. Independently authors industry standards.</li> <li>6. Conceives and investigates areas in which engineering precedents are not tested.</li> <li>7. Applies broad and extensive business understanding of technical issues and impacts the strategic direction and policies of the Company.</li> </ol>
<b>Scope</b>	Resolves issues of very complex scope. Serves as a key technical resource within area of specialization. Regularly expected to apply creativity or new approaches to assignments that may be unique. May lead others on technically complex projects. Customarily and regularly uses discretion and independent judgment in fulfilling these job functions.
<b>Interaction</b>	Externally, establishes and maintains good relations with counterparts in other groups within the Company and higher level representatives in third party organizations, e.g., governmental, regulatory, business partner or community entities, using skilled negotiation, tact and diplomacy. Internal contacts include project team members, Company management across various departments. Serves as the most senior level technical expert on the team. Often is a technical coach for others. May participate in professional affiliations (e.g. IEEE) to keep abreast of new industry trends, developments and procedures. May represent the Company on industry association committees.



<b>Job Qualifications</b>	<p>Depending on which specific job position is being filled, the candidate must demonstrate mastery in one or more of the following specific areas, and proficiency in more than one is desired:</p> <ol style="list-style-type: none"> <li>1. Distribution Network systems</li> <li>2. Advanced Distribution Automation</li> <li>3. Distribution SCADA and feeder automation software</li> <li>4. Distribution Equipment Life Cycle Asset Management</li> <li>5. Utility Pole Asset Management</li> <li>6. Data Analytics</li> <li>7. Software coding/programming (i.e. Python Scripting)</li> <li>8. Long Term Forecasting and Planning</li> <li>9. Reliability Analysis and improvement</li> </ol>
<b>Education</b>	<p>A BSEE from a college or university accredited by the Accreditation Board of Engineering and Technology. Applicants with other Engineering degrees may be considered by mutual agreement of the interview panel. Master's degree desired.</p>
<b>Licenses/Certifications</b>	<p>Current California PE license required.</p>
<b>Experience</b>	<p>Mastery of the Associate, Journey, Senior, and Senior Consulting level engineer job duties and demonstrated knowledge and ability to perform the basic duties of the Principal Level Engineer. Meets specific technical requirements gained through a minimum of fifteen (15) years of cumulative experience in engineering and design.</p>
<b>Knowledge/Abilities</b>	<p>Demonstrates knowledge and abilities required for the Associate, Journey, Senior and Senior Consulting level Engineer and also:</p> <ol style="list-style-type: none"> <li>1. Able to handle multiple large and complex projects without supervision and serve as team leader.</li> <li>2. Provide leadership, direction, and assistance to engineers and designers. Coach and develop engineers.</li> <li>3. Successfully negotiate cost effective solutions beneficial to our customers and PG&amp;E.</li> <li>4. Complete complex assignments with few or no precedents or standards.</li> <li>5. Apply extensive knowledge of concepts, principles and practices in a specific field or area of expertise to resolve complex problems.</li> <li>6. Demonstrates expert level engineering and design knowledge and expertise.</li> </ol>