Pacific Gas and Electric Company

Matthew Levy
Principal Negotiator
Labor Relations

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17-23-ESC

October 12, 2017

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:

The Company and Union have concluded negotiations for newly represented employees in the "RAP Engineer" (Reliability Asset Planning Engineer) classifications. This Letter of Agreement refers to the four employees in this group known as the "Transmission RAP Engineers" and specified below.

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
The four employees subject to this Letter of Agreement are:

Personnel Number	Name (Last-First)	Current Classification	New Classification
78766	GREGORY DAVID	RAP Engineer, Expert	Electric Standards Engineer, Sr. Advising
284874	MATHEW VIPIN GEORGE	RAP Engineer, Associate	Electric Standards Engineer, Associate
1849	NIXON RONALD	RAP Engineer, Expert	Electric Standards Engineer, Sr. Advising
219014	SAKAMOTO MICHELLE	RAP Engineer, Senior	Electric Standards Engineer, Senior

Effective upon the implementation date, these employees will be assigned to ESC Electric Standards Engineer classifications as shown in the chart above.

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

4. Electric Standards Engineer job description
The Union and Company agree to establish an ad-hoc committee to make changes to the job description for Electric Standards Engineers. The committee will begin to meet within 30 days of implementation and conclude within six months. Until this committee reaches final agreement, the Company may continue to assign job duties to the previous Transmission RAP Engineers as shown in Attachment 1.

5. 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" into ESC-represented Associate level Engineering classifications. Until an agreement is reached on this issue, the Company may continue to place EDRP candidates into "Associate Electric Standards Engineer" positions.

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 Levy
Senior Manager

The Union is in agreement.

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

10/12, 2017

By: _____
Joshua Sperry
Senior Union Representative

Attachment 1: Interim job duties of previous Transmission RAP Engineers (shown as markup of ESC Electric Standards Engineer job duties)

	ASSOCIATE ELECTRIC STDS ENGINEER (51874283)
Summary	The Associate level engineer job works under the general technical direction of more experienced engineers or- management. This position is responsible for providing strategy, engineering, operations, maintenance, and other technical ~~technical standards and strategy~~, and implementation support for the transmission, substation and distribution systems. The responsibility level of this position increases with experience.
Job Duties:	As assigned, for electric transmission, substation and distribution systems: 1. Develop and update asset ~~equipment~~ specifications, approve vendors and products 2. Develop design, engineering, operations, maintenance and construction standards, and work procedures within the delegation of authority. 3. Perform, document and publish equipment ratings 4. a. Provide support for training to Maintenance and Construction b. Provide support and communications to Maintenance and Construction, Operations, and Planning 5. Assist other engineers, team members, and management ~~supervision~~ by developing, compiling, and providing technical data 6. Update and manage databases as required 7. Prepare or support event ~~incident~~ investigations, asset ~~equipment~~ failure analyses and reliability studies. *8. Implement asset and reliability strategies including criteria, plans, and programs.* *9. Develops metrics that track system performance including safety and reliability as well as the methods and procedures for providing these metrics* *10. Performs systems reliability reviews, trend analysis work, including recommendations for improvement, and reporting* *11. Provide financial information and support for sponsored programs* *12. Determines cost effective and practical solutions to operational and/or design assignments* *13. Provides engineering and technical solutions by using existing tools, methods, approaches and tactics in new ways or by making minor modification and improvements.* *14. Provide support on regulatory, governmental and other third party issues including reporting* *15. Performs testing calculations and analysis under direction of senior peers or management.* *16. Participate as necessary in walkdowns to establish scope and schedule of projects* *17. Under supervision, may need to release assets for emergency support* ~~7. Support emergency material strategy and implementation~~ ~~For substation or transmission line equipment, may perform the following tasks as assigned:~~ ~~8. Implement substation or T-Line replacement programs excluding work performed by Project Services.~~ ~~9. Participate as necessary in walkdowns to establish scope and schedule of projects for substation or T-Line work.~~ ~~10. Provide financial information and support for substation or T-Line~~

	~~sponsored programs.~~ ~~11. Under supervision, release substation or T-Line equipment for emergency support.~~ ~~12.~~18.
Scope	Resolves problems of limited scope and complexity. Assignments are regularly reviewed. As experience increases, greater independence of judgment is expected with respect to standard solution problems.
Interaction	Work typically requires direction from more senior engineers and management ~~the supervisor.~~ Works primarily with internal personnel. External contact is limited to those assigned by management~~y~~ ~~supervisor~~. May a~~A~~ttend~~s~~ selected trade and association meetings~~.~~
Knowledge / Abilities	Able to apply basic engineering principles and theory. Assess and recommend solutions for routine projects. Effective written and oral communications. *Competency in developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.* Prioritize, plan and perform assigned work in an organized manner. Demonstrates good judgment ~~,~~ *including ability to conduct research as needed to perform at the job level* Shows initiative and is proactive. *Ability to work independently with limited oversight. Knowledge of engineering codes and standards as needed to perform at the job level.*
Job Qualifications:	
Education	~~A 4-year~~ BS Degree in ~~Electrical~~ Engineering ~~or other related Engineering degree as appropriate~~ from an accredited university ~~curriculum in the US~~ or ~~the~~ equivalent experience ~~from outside the US.~~
Licenses / Certifications	EIT – Engineering in Training certification desired
Experience	One year of experience in engineering, planning and/or operations.

	(JOURNEY LEVEL) ELECTRIC STDS ENGINEER (51874300)
Summary	The Journey level engineer job requires mastery of an Associate Engineer skills and duties. This position is responsible for providing strategy, engineering, operations, maintenance, and other technical, and implementation support ~~technical standards, strategy and implementation support~~ for the transmission, substation and distribution systems. The responsibility of this position increases with experience and demonstrated ability.
Job Duties:	Is able to perform the job duties of the Associate Level engineer. As Assigned, additional job duties include, for transmission, substation and distribution systems~~equipment:~~ 1. Solves complex problems by developing and utilizing new and innovative engineering design and technical solutions ~~1.~~2. Conduct engineering analyses, studies and determine and/or review ~~project~~ scope of work ~~for standards compliance.~~ 3. Develops and implements ~~and incorporate~~ reliability and asset replacement strategies and incorporate into standards ~~equipment arrangement strategies into standards~~ 4. *Ensures strategic plans and programs are in place to accomplish ongoing performance improvement of overall electric systems for public and employee safety, and system reliability.*

	~~2.~~5. *Ensures cost-effective implementation of projects while optimizing capital investments* ~~3.~~6. Provide guidance to peers and lower level engineers ~~4.~~7. Interprets and applies applicable codes and regulations. 8. Approve deviations from standards and specifications within the delegation of authority~~.~~ 9. Provide emergency support ~~5.~~10. Manage the CEM and mobile fleet ~~For substation or transmission line equipment, may perform the following tasks as assigned:~~ ~~1. Develop engineering analyses, studies and project scope.~~ ~~2. Develop requirements for substation or T-Line ultimate arrangements.~~ ~~3. Provide emergency support.~~ ~~Manage the CEM and mobile fleet.~~
Scope	Resolves problems of moderate scope. Assignments typically require standard solutions. Generally works independently with limited feedback from other engineers and management ~~d supervisor~~. Demonstrates increasing technical and communication skills.
Interaction	Work sometimes requires direction from more senior engineers and management ~~the supervisor~~. Works primarily with internal personnel. Some external contact with vendors, PG&E contractors and customers. Governmental contacts only as assigned by management ~~supervisor~~. May aAttends selected trade and association meetings~~.~~
Knowledge / Abilities	Demonstrates knowledge and abilities required for the Associate level engineer and also: Works with limited supervision and guidance to meet project commitments. Able to understand and implement the technical requirements of interfacing engineering disciplines. Demonstrates informed judgment when making decisions and recommendations. Uses judgment in applying engineering principles and techniques to determine cost effective and practical solutions. Ability to interpret applicable codes, industry standards and regulations. Can provide thorough analysis of issues and justification of recommendations. Capable of coordinating project team, and has basic understanding of the roles and responsibilities of project managers
Job Qualifications:	
Education	BS Degree in Engineering from an accredited university or equivalent experience ~~A 4-year BS Degree in Electrical Engineering or other related Engineering degree as appropriate from an accredited curriculum in the US or the equivalent from outside the US.~~
Licenses / Certifications	Current and active California PE license desired.
Experience	Mastery of the Associate level Engineer job duties or equivalent and demonstrated knowledge and ability to perform the basic duties of the Journey level Engineer. Meets specific technical requirements gained through a minimum of three years of cumulative experience in engineering, planning and/or operations.

	SENIOR ELECTRIC STDS ENGINEER (51874284)
Summary	The Senior level engineer job requires mastery of the Journey level engineer skills and duties. This position is responsible for providing strategy, engineering, operations, maintenance, and other technical, ~~technical standards, strategy~~ and implementation support for the transmission, substation and distribution systems and handles complex problems and issues.
Job Duties:	Is able to perform the job duties of a Journey level engineer. As assigned, additional job duties include, for transmission, substation and distribution systems~~:equipment:~~ 1. *Acts as a subject matter expert in area of field and applies extensive knowledge of concepts, principles, and practices.* 2. Leads development, implementation and management of system reliability strategies, plans, and programs ~~1.~~3. Leads development, implementation and management of a complete asset life cycle strategies, plans, and programs including ~~Support the development of~~ asset ~~equipment~~ installation, maintenance, operations, ~~replacement replacement~~ and removal ~~criteria and programs. Provide support on regulatory, governmental and other third party issues.~~ 4. Address and manage emergency issues associated with assigned standards and/or ~~assets~~equipment. ~~2.~~5. Project manage certain emergency and emergency inventory related transmission projects excluding work performed by Project Services ~~3.~~6. Support, perform or lead, as assigned, root cause analyses. ~~4.~~7. Address other internal and external requests that may impact transmission, substation and distribution assets. ~~5.~~8. Assist with or initiate the investigation and implementation of new technologies. ~~6.~~9. Provide guidance to peers and lower level engineers ~~7.~~10. May r~~R~~epresent PG&E at selected trade and association meetings ~~For substation or transmission line equipment, may perform the following tasks as assigned:~~ ~~8. Develop and manage minor substation or T-Line equipment replacement programs.~~ ~~9. Project manage certain emergency and emergency inventory related substation or T-Line projects excluding work performed by Project Services.~~
Scope	Resolves problems of complex scope. Assignments may require complex solutions. Works independently with limited feedback from other engineers and management. ~~supervisor~~.
Interaction	Work sometimes requires direction from more senior engineers and management. ~~the supervisor~~. Works with internal and external personnel. External contacts include vendors, PG&E contractors, customers and regulatory agencies. May include other governmental contacts as assigned ~~by supervisor.~~
Knowledge / Abilities	Demonstrate knowledge and abilities required for the Associate and Journey level Engineer and also: *Ability to apply project management theories, concepts, methods, best practices, and techniques as needed to perform at the job level* Demonstrate ability to handle multiple large and complex projects without supervision. ~~.~~ Demonstrate good presentation skills including knowledge transfer presentations. Ability to serve as the leader for guiding the project team.

	Complete assignments of broad scope and complexity. Ability to integrate information from a variety of sources.
Job Qualifications:	
Education	BS Degree in Engineering from an accredited university or equivalent experience ~~A 4-year BS Degree in Electrical Engineering or other related Engineering degree as appropriate from an accredited curriculum in the US or the equivalent from outside the US.~~
Licenses / Certifications	Current and active California PE license desired.
Experience	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 years of cumulative experience in engineering, planning and/or operations.

	SENIOR CONSULTING ELECTRIC STDS ENGINEER (51874285)
Summary	The Senior Consulting level engineer job requires mastery of the Senior level engineer skills and duties. This position is responsible for strategy, engineering, operations, maintenance, and other technical, and implementation support ~~providing technical standards, strategy and implementation support~~ for the transmission, substation and distribution systems and handles complex problems and issues. The Senior Consulting Engineer is a recognized expert within their area of responsibility, identifies opportunities and brings in ideas to help improve company performance and applies extensive knowledge of concepts, principles, and practices to resolve complex problems with only general direction.
Job Duties:	Is able to perform the job duties of a Senior level engineer. As assigned, additional job duties include, for transmission, substation and distribution equipment: 1. *Ensures the system performance meets reliability targets* 2. *Identifies, analyzes and improves existing business processes within a department to meet existing/new goals and objectives* 3. *Performs complex engineering analysis and performs lead role in determining scope, schedule, budget and resources needed.* 4. *Conceives and investigates areas in which engineering precedents are not tested and contributes new designs and techniques that are regarded as major advances in the company and/or industry.* 5. Develop and manage major and/or multiple programs and plans ~~equipment standards and strategies~~ ~~1.~~6. Represent PG&E at selected trade and association meetings ~~2.~~7. ~~Develop the criteria for and support implementation of equipment installation, maintenance and replacement programs~~. ~~3.~~8. Provide guidance to peers and lower level engineers ~~For substation or transmission line equipment, may perform the following tasks as assigned:~~ ~~4.~~9. ~~Develop and manage major substation or T-Line programs~~ ~~Lead the development and management of Life Cycle Plans~~

Scope	Resolves problems of complex scope. Assignments may require complex solutions. Works independently with limited feedback from~~-~~ management ~~supervisor~~. Expected to apply creative solutions, techniques and approaches to work assignments. Customarily and regularly uses discretion and independent judgment in fulfilling these job functions.
Interaction	Assists lower classification engineers and works with~~-~~ management ~~the supervisor~~. Externally, establishes and maintains good relations with counterparts 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 and company management across various departments. May have specialized technical expertise and provides information and training as appropriate in the assigned specialized area.
Knowledge / Abilities	Demonstrates knowledge and abilities required for the Associate, Journey and Senior level Engineer and also: Able to handle multiple large and complex projects without supervision and serve as team leader. Provide leadership, direction, and assistance to project team. *Competency in developing people to meet both their career goals and the organization goals* Successfully negotiate cost effective solutions beneficial to our customers and PG&E. Complete complex assignments with few or no precedents or standards. Apply extensive knowledge of concepts, principles and practices in a specific field or area of expertise to resolve complex problems. Demonstrates strong technical and communications skills.
Job Qualifications:	
Education	BS Degree in Engineering from an accredited university or equivalent experience ~~A 4-year BS Degree in Electrical Engineering or other related Engineering degree as appropriate from an accredited curriculum in the US or the equivalent from outside the US.~~
Licenses / Certifications	Current California PE license required for Senior Consulting Engineer. This can be waved based on qualifications.
Experience	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/Advising Level Engineer. Meets specific technical requirements gained through a minimum of thirteen years of cumulative experience in engineering, planning and/or operations.