



**Pacific Gas and
Electric Company.**

Robert Joga
Senior Director
Labor Relations

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17-26-ESC

December 20, 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 Substation Test Department. 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 January 1, 2018.

2. Seniority

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

3. Classification Group and Job Titles

All Classifications will be part of one Line of Progression and one Classification Group in the Contract, to be called "Substation Test Specialists."

4. Recognition Clause

The parties agree to modify Title 3 of the Contract to reflect the inclusion of these groups by referring to the 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-123231, October 31, 2016, Substation Test Specialists

5. Exhibit A, Exhibit D,

All classifications will be added to Exhibit A as shown in Attachment 1. Bid/transfer codes will be established for all positions. Classification-specific working conditions and job descriptions will be added to Exhibit D as shown in Attachment 2.

6. Hourly Conversion / STIP treatment

- a. The parties agree that upon ratification and as soon as administratively feasible, the above positions (all job levels) will be converted from monthly to hourly, bi-weekly pay (the "Converted Positions").
- b. From that point forward, except as otherwise set forth herein, all incumbents and future individuals in these Converted Positions shall be treated as non-exempt employees in accordance with all current PG&E policies and applicable federal, state and local laws.

- c. Incumbents placed in the Converted Positions shall receive an hourly wage rate calculated by dividing their current annual salary by 2080 and employees will be moved into the hourly wage rate range for their respective classification; however, no employee's salary shall go beyond the maximum of their respective hourly pay band. Incumbent employees transitioned to the new hourly wage rates will be eligible for their first progressive wage increase (PWI) on August 1, 2018.
- d. Incumbent converted employees will be eligible for a 2017 STIP only, based on the entire eligible earnings for 2017, not pro-rated; and will not be eligible for prospective STIP payments. If the agreement is ratified prior to December 1, 2017, the incumbent converted employees will receive the ESC general wage increase (GWI) scheduled for January 1, 2018 of 3.50%. In addition, the incumbent converted employees will receive a one-time lump sum payment of 10% calculated solely on their base annual salary on January 1, 2018.

7. RECLASSIFICATION

Vincent Tran will be promoted to journey Substation Test Specialist effective December 1, 2017.

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

1/3/18, 2017

By:  _____
Joshua Sperry
Senior Union Representative

2017 Salary Ranges

2017 Substation Test Specialists	Min	Max
Substation Test Specialist, Associate (52041990)	\$ 31.73	\$ 39.61
Substation Test Specialist (52041991)	\$ 37.50	\$ 47.06
Substation Test Specialist, Senior (52041992)	\$ 46.15	\$ 57.84

Note: The Substation Test Specialist, Associate (52041990) is a beginning-level classification.

Additions to Contract Language

Amend 27.2.d.2 as follows:

(2) Engineer Trainees may perform bargaining unit work of all monthly engineer classifications, SNBR, IPE, Field Engineer, Substation Test Specialist and Design Engineer as part of the Engineer Trainee Program for a period not to exceed one year, or 18 months in Power Generation. (Amended 1/1/2018)

Additions to Exhibit D Substation Test Specialists

A. Transportation Options

Expenses and requirements for personal use of vehicles will follow the provisions of Title 10. However, due to the nature of the work performed and frequency of work performed away from the headquarters, the parties agree to modify Title 10 as follows: employees will use their personal vehicles for transportation, but may, at the Company's option, be provided transportation or be reimbursed for the cost of using public transportation. In cases where the employee's personal vehicle is not safe for travel to the specific work location, the Company will provide transportation.

B. Job Descriptions

Overall Duties:

Substation Test Specialists guide and support the performance of diagnostic and functional testing services for the Protection System, Transmission Operations, and Distribution Operations departments. In addition to supporting testing, incumbents evaluate the results and make recommendations for maintenance or construction action plans. The Substation Test Specialist works with manufacturers to coordinate product training sessions for field personnel. Substation Test Specialists verify accurate data records for compliance purposes. Substation Test Specialists provide compliance-related training to field personnel. Support the coordination of test resources for electric generation (EGI) and load interconnection projects. Employees will be assigned the work they are qualified to perform.

Requires regular travel (typically a minimum of 25%), which includes occasional overnight stays.

Duties – Associate and Journey Substation Test Specialist

Associate Substation Test Specialist performs routine work which may be under the direction or guidance of supervision or employee in a higher classification. Substation Test Specialist performs the full range of duties independently, performs advanced tasks, and mentors Associate Substation Test Specialist. May be assigned the work of a Substation Specialist, Senior for training and experience.

1. Provides technical field support and training to maintenance and construction supervisors and crew members to ensure correct maintenance and construction practices.
2. Develops job related bulletins, guidelines and standards.
3. Conducts failed equipment investigations and root cause analysis.
4. Coordinates with field personnel and equipment manufacturers to arrange for timely equipment repairs and replacements including trouble shooting, reviewing test results, verifying repair actions, and recommending repair/replacement decisions.
5. Provides technical expertise to supervisors so they can develop action plans, schedules and coordination to effectively perform the construction, maintenance and testing of protection and automation systems.
6. Coordinates transmission and distribution interconnection processes.
7. Corrects reports so that documentation meets compliance requirements.
8. Creates, implements, and reviews annual capital tool replacement plans.

Duties – Substation Test Specialist, Senior (52041992)

1. Provides field support and training to maintenance and construction supervisors and crew members to help resolve complex issues and assists with troubleshooting efforts when requested.
2. Leads equipment repairs and replacements including reviewing test results, verifying repair actions, and root cause analysis. Utilizes engineering skills and knowledge to evaluate and make recommendations with respect to the repair/replacement decision.
3. Identifies, redefines and updates technical field support practices as necessary.
4. Assists First Line Test Supervisors with Test Programs and Special Projects.
5. Creates Test Plans for Interconnection Projects.
6. Guides and mentors Associate and Journey Substation Test Specialists.
7. Observes and reports the testing during all commission of protection devices on transmission and distribution interconnection projects per the established handbooks.

Requirements – Substation Test Specialist, Associate (52041990)

An AA/AS degree in Engineering or an AA/AS degree in an appropriate technical field or equivalent education and experience. A valid California driver's license.

Requirements – Substation Test Specialist (52041991)

An AA/AS degree in Engineering or an AA/AS degree in an appropriate technical field and three years of experience in the classification of Associate Substation Test Specialist with demonstrated ability to perform work as evidenced by the quality and quantity of work as a Substation Test Specialist, Associate; or equivalent education and experience. A valid California driver's license.

Requirements – Substation Test Specialist, Senior (52041992)

An AA/AS degree in Engineering or an AA/AS degree in an appropriate technical field and five years of experience, with demonstrated ability to perform work of a difficult nature as evidenced by the quality and quantity of work as a Substation Test Specialist; or equivalent education and experience. A valid California driver's license.
AND

Must pass the jointly-developed Senior Substation Test exam.

C. Advancement

All questions regarding relevant experience for advancement will be resolved by a joint union-management committee with two ESC-represented employees appointed by the Union and two management employees appointed by the Company. This Committee will address issues associated with advancement. Any issues that cannot be resolved by the Committee will be referred to director-level leadership in Electric Operations, Substation and the ESC Union Representative responsible for the area.

Associate to journey

Substation Test Specialist, Associate (52041990) progresses to Substation Test Specialist (52041991) after three years of experience, and when the employee demonstrates successful performance and rate of improvement to warrant advancement as evidenced by the quality and quantity of work as a Substation Test Specialist, Associate. (52041990)

Journey to Senior

The Company and Union will establish a committee to develop a Senior Specialist exam. The Committee will strive to develop the exam within 90 days. The applicable exam or selection instrument (e.g., test, test battery, technical interview) as agreed to by the Company and the Union may include existing selection instruments or new selection instruments as deemed appropriate. The Company will strive to offer the first exam no later than May 1, 2018. If this timeline is not met and a journey Specialist is potentially qualified for promotion, the Union and Company will meet to discuss an interim or possibly retroactive solution.

1. A journey Specialist (52041991) who passes the Senior Substation Test exam will be promoted in place to Substation Test Specialist, Senior (52041992).
2. The exam will be given once per year.
3. Only individuals meeting the minimum qualifications for Senior Specialist will be eligible to take the exam.

