



**Pacific Gas and
Electric Company**

Matthew Levy
Director
Labor Relations

375 N. Wiget Ln., Suite 130
Walnut Creek, CA 94598
925-974-4461

19-01-ESC

January 22, 2019

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 an interest in enhancing efficiency by combining certain groups of Engineers into one classification. The parties recognize the commitments from Letter of Agreement 17-23 to add four "Transmission Reliability Asset Planning (T-RAP) Engineers" to the Electric Standards Classification and from the December 15, 2017, Letter of Recognition to add two "Senior SCADA Technical Specialists" to this classification. There is also significant overlap between existing agreed-upon job descriptions of the Substation Asset Strategy Implementation Engineer and the Electric Standards Engineer classifications. For all these reasons, the Company and Union agree to the following:

1. Consolidated Electric Standards and Strategy Engineer classification

- a. The existing "Electric Standards Engineer" line of progression will be renamed "Electric Standards and Strategy Engineer" (ES&S Engineer) at all classification levels: Associate, Journey, Senior and Senior Advising/Senior Consulting. This does not affect incumbent employees in those classifications, except that the name of their classification has changed. Gold-circled employees will remain gold circled. See Attachment 1.
- b. The job description has been modified and updated by mutual agreement and the new job description is shown on Attachment 2. Section headers were added and language was changed in order to be more descriptive in how work is currently done.
- c. The parties agreed to change the degree requirements to the new requirements shown in Attachment 2.
- d. The changes and consolidations made under this agreement do not modify or supersede any other classification beyond those stated in the first paragraph of this agreement (e.g., no changes were made to the Electric Distribution Engineer job description or line of progression).

2. Include T-RAP duties. Duties of "T-RAP" Engineers, who were already added to this classification per Letter of Agreement 17-23 were incorporated into the new job description.

3. Combine Substation Asset Strategy (SAS) and Standards classifications.

- a. All incumbent SAS Engineers will be moved to the equivalent Electric Standards and Strategy Engineer classification, effective January 1, 2019. This will not result in any changes to pay or promotions. See Attachment 3.
- b. The parties agree to eliminate the SAS Engineer classifications.
- c. The parties agree to update the minimum number of Senior Consulting positions to six (Exhibit D.IV.16.A), with language shown in Attachment 4.

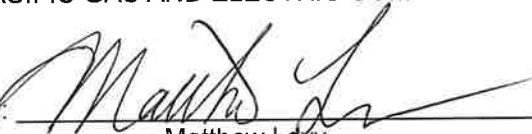
4. Add SCADA Specialists

- a. The two incumbents, "Senior SCADA Technical Specialists", Ihab Ibrahim and Miguel Plascencia, will be placed as Senior ES&S Engineers (51874288), effective January 1, 2019.
- b. Additional job duties have been added to the ES&S Engineer job description to reflect their 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,

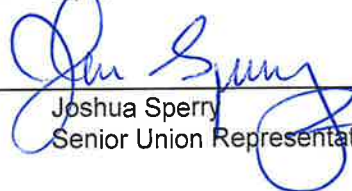
PACIFIC GAS AND ELECTRIC COMPANY

By: 
 Matthew Levy
 Director

The Union is in agreement.

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

1/25, 2019

By: 
 Joshua Sperry
 Senior Union Representative

Conversion of classifications, Changes to Exhibit A

			New Classification Name
		ELECTRIC STANDARDS	ELECTRIC STANDARDS AND STRATEGY
51874283	3910	Electric Stds Engineer, Associate	Electric Standards and Strategy Engineer, Associate
51874300	3911	Electric Stds Engineer	Electric Standards and Strategy Engineer
51874284	3912	Electric Stds Engineer, Senior	Electric Standards and Strategy Engineer, Senior
51874285	3913	Consulting Electric Stds Engineer, Sr	Consulting Electric Standards and Strategy Engineer, Sr
		SUBSTATION STRATEGY IMPLEMENTATION	Delete
51874286	3910	Substn Strategy Engineer, Assoc	Delete
51874287	3911	Substn Strategy Engineer	Delete
51874288	3912	Substn Strategy Engineer, Senior	Delete
51874289	3913	Substn Strategy Engineer, Sr Cnsltng	Delete
		IV Gold Circle Jobs	
50208670	3650	Electric Stds Engineer, Associate	Electric Standards and Strategy Engineer, Associate
50234734	3746	Electric Stds Engineer	Electric Standards and Strategy Engineer
50208671	3651	Electric Stds Engineer, Senior	Electric Standards and Strategy Engineer, Senior
50208673	3652	Consulting Electric Stds Engineer, Sr	Consulting Electric Standards and Strategy Engineer, Sr
		SUBSTATION STRATEGY IMPLEMENTATION	Delete
50208675	3653	Substn Strategy Engineer, Assoc	Delete
50208701	3654	Substn Strategy Engineer	Delete
50208702	3655	Substn Strategy Engineer, Senior	Delete
50208703	3656	Consulting Substn Strategy Engineer, Sr	Delete

Electric Standards & Strategy (ES&S) Engineer job description

ASSOCIATE ELECTRIC STANDARDS & STRATEGY 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, and implementation support for the transmission, substation, and distribution systems, including transmission and distribution line SCADA/Automation systems. The responsibility level of this position increases with experience.
Job Duties:	<p>As assigned, for electric transmission, substation, distribution, and systems, including transmission and distribution line SCADA/Automation systems:</p> <p style="text-align: center;">STANDARDS</p> <ol style="list-style-type: none"> 1. Participate in approval of vendors and products for material, assets, labor, and equipment. 2. Provide Technical Input to the Qualified Supplier List (QSL). 3. Produce Utility Standards, work procedures, bulletins, design criteria, manuals, materials specifications, and standard design drawings related to substation, transmission, and distribution systems. 4. Review Factory Acceptance testing calculations and analyses 5. Provide support for training and change management. 6. Provide equipment ratings at the asset class level (e.g. generic breaker or transformer ratings) and assist with legacy equipment ratings as needed. <p style="text-align: center;">ASSET STRATEGY AND IMPLEMENTATION</p> <ol style="list-style-type: none"> 7. Support event investigations, extent of conditions, failure analyses, and reliability studies. 8. Develop, document, and implement metrics that track system performance including safety and reliability. 9. Performs asset and system reliability reviews, trend analysis work, including recommendations for improvement and reporting. 10. Under supervision, performs asset and system reviews and develop/implement plans, including trend analysis and recommendations for improvement and reporting. 11. Perform infrastructure analysis and master the tools to do so (e.g. SAP Asset Registry, TOA (Transformer Oil Analysis), etc.). 12. Provide support on regulatory, governmental, and other third-party issues including audits, reporting, documentation, work paper preparation, data responses, and compliance requirements. 13. Perform, document, and publish equipment ratings. 14. Participate in Development and implementation of asset and reliability strategies including criteria, plans, programs, and standards development. 15. Provide financial information and support for sponsored programs. 16. Prepare project approval documents. 17. Participate in strategy and capital investment planning activities. 18. Participate in Development of project scope, alternatives analyses, schedule, and budget for assigned projects; and provide support and guidance to project implementation teams.

	<p>19. Participate, as necessary, in project implementation meetings to establish project implementation scope, schedule, and costs of projects</p> <p>20. Actively monitors the project through all stages (scope, schedule and budget).</p> <p>21. Provide facility rating and modeling information to support development of electrical models of transmission lines and substation equipment for power flow simulation upon completion of projects.</p> <p>22. Under supervision, release assets and provide support for operational (e.g. Transmission Outage Management System) or emergency activities.</p> <p>23. Under supervision; interface and work with external regulatory agencies.</p> <p>COMMON TO ALL</p> <p>24. Assist other engineers, team members, and management by developing, compiling, and providing technical data.</p> <p>25. Update and manage databases as required.</p> <p>26. Provide engineering and technical support commensurate with level of expertise.</p> <p>27. Raise questions and provide ideas on potential engineering and technical solutions by using existing tools, methods and approaches or by making minor modifications and improvements Assist with other internal and external requests that may impact transmission, substation, and distribution assets.</p> <p>28. May attend IEEE or other industry conferences for training and development.</p>
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. Works primarily with internal personnel. External contact is limited to those assigned by management. May attend selected trade and association meetings
Knowledge / Abilities	<ul style="list-style-type: none"> • 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. • Show 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 BS Degree in Civil or Electrical Engineering or other related Engineering degree as appropriate from an accredited university. For designated positions, a BSEE or BSCE only may be required.
Licenses / Certifications	EIT – Engineering in Training certification desired
Experience	One year of experience in engineering, planning and/or operations.

(JOURNEY LEVEL) ELECTRIC STANDARDS & STRATEGY 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 for the transmission, substation, distribution systems, including transmission and distribution line SCADA/Automation systems. The responsibility of this position increases with experience and demonstrated ability.
Job Duties:	<p>Is able to perform the job duties of the Associate Level engineer. As Assigned, additional job duties include, for transmission, substation, distribution, and systems including transmission and distribution line SCADA/Automation systems:</p> <p style="text-align: center;">STANDARDS</p> <ol style="list-style-type: none"> 1. Assist with or initiate the investigation of new technologies associated with equipment and keep abreast of changes in technology. 2. Provide recommendation on waivers or deviations from standards and specifications 3. Interprets and applies applicable codes and regulations <p style="text-align: center;">ASSET STRATEGY AND IMPLEMENTATION</p> <ol style="list-style-type: none"> 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. 5. Provide Emergency and operational support. 6. Manage the Capitalized Emergency Materials (CEM) and mobile fleet. 7. Provide leadership, direction, and assistance to project team. 8. Support preparation of documents for external regulatory, governmental, or third-party agencies, including proceedings. <p style="text-align: center;">COMMON TO ALL</p> <ol style="list-style-type: none"> 9. Ensures cost-effective implementation of projects while optimizing capital investments. 10. Provide guidance to peers and lower level engineers. 11. Solves problems by developing and utilizing engineering design and technical solutions. 12. Communicate and collaborate with M&C personnel.
Scope	Resolves problems of moderate scope and complexity. Assignments typically require standard solutions. Generally, works independently with feedback from other engineers and management. Demonstrates increasing technical and communication skills. Effectively completes multiple projects concurrently.
Interaction	Work sometimes requires direction from more senior engineers and management. Works primarily with internal personnel. Some external contact with vendors, PG&E contractors and customers. Governmental contacts only as assigned by management. May attend selected trade and association meetings
Knowledge / Abilities	<p>Demonstrates knowledge and abilities required for the Associate level engineer and also:</p> <ul style="list-style-type: none"> • Works with limited supervision and guidance to meet project commitments. • Understand and implement the technical requirements of interfacing engineering disciplines.

	<ul style="list-style-type: none"> • Demonstrates informed judgment when making decisions and recommendations. • Uses independent judgment in applying engineering principles and techniques to determine cost effective and practical solutions. • Ability to interpret applicable codes, industry standards, and regulations. • Provide thorough analysis of issues and justification of recommendations. • Capable of coordinating with project team, and has basic understanding of the roles and responsibilities of project managers • Defines project scope and adequately addresses resources when planning projects. • Proficient oral and written communication skills.
Job Qualifications:	
Education	A BS Degree in Civil or Electrical Engineering or other related Engineering degree as appropriate from an accredited university. For designated positions, a BSEE or BSCE only may be required.
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 STANDARDS & Strategy 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, and implementation support for the transmission, substation, distribution, and transmission and distribution line SCADA/Automation systems. This position handles complex problems and issues.
Job Duties:	<p>Is able to perform the job duties of a Journey level engineer. As assigned, additional job duties include, for transmission, substation, distribution, and systems, including transmission and distribution line SCADA/Automation systems:</p> <p style="text-align: center;">STANDARDS</p> <ol style="list-style-type: none"> 1. Assist with or initiate the investigation of new technologies associated with equipment. Keep abreast of changes in technology through attending conferences and expos, working with vendors and suppliers, maintaining relationships with internal and external technical experts. 2. Where applicable, act as a liaison with Maintenance and Construction personnel by providing communication and feedback regarding construction standards, work procedures and equipment issues. 3. Develop and implement equipment control programming, SCADA communication, and SCADA Automation for distribution line equipment 4. Provide training support for electronically controlled distribution line equipment, including new equipment deployment, failed equipment solutions and troubleshooting. 5. Develop and implement test plans and requirements for evaluation of new distribution line equipment. <p style="text-align: center;">ASSET STRATEGY AND IMPLEMENTATION</p> <ol style="list-style-type: none"> 6. Lead development, implementation, and management of a complete asset life

	<p>cycle and system reliability strategies, plans, and programs including asset installation, maintenance, operations, replacement, and removal.</p> <p>7. Address and manage emergency issues associated with assigned assets.</p> <p>8. Support, perform or lead, as assigned, root cause analysis. COMMON TO ALL</p> <p>9. Acts as a subject matter expert in area of field and applies extensive knowledge of concepts, principles, and practices. Develop and provide specialized training on assets within areas of expertise.</p> <p>10. Provide technical expertise and lead in implementation of complex and large scale projects.</p> <p>11. Provide support on regulatory, governmental and other third party issues.</p>
Scope	<p>Resolves problems of complex scope. Assignments may require complex solutions. Works independently with limited feedback from other engineers and management. Well-developed technical skills and communication skills.</p>
Interaction	<p>Work sometimes requires direction from more senior engineers and management. Works with internal and external personnel. External contacts include vendors, PG&E contractors, customers and regulatory agencies. May include other governmental contacts as assigned</p>
Knowledge / Abilities	<p>Demonstrate knowledge and abilities required for the Associate and Journey level Engineer and also:</p> <ul style="list-style-type: none"> • Ability to apply theories, concepts, methods, best practices, and techniques as needed to perform at the job level • Ability to handle multiple large scale 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. • Applies extensive knowledge of concepts, principles, and practices in a specific discipline, field, or area of expertise to resolve complex problems. • Works independently with only general direction. Often serves as team leader. • Takes ownership of problems and their solutions and provides leadership, direction, and assistance to technical employees and teams. Coaches and develops others. • Recognizes and actively seeks value added improvements to the system. • Recommends and assists in implementation of strategic direction.
Job Qualifications:	
Education	<p>A BS Degree in Civil or Electrical Engineering or other related Engineering degree as appropriate from an accredited university. For designated positions, a BSEE or BSCE only may be required.</p>
Licenses / Certifications	<p>Current and active California PE license desired;</p>
Experience	<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 years of cumulative experience in engineering, planning and/or operations.</p>

SENIOR CONSULTING ELECTRIC STANDARDS & Strategy 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 for the transmission, substation, distribution, DER (Distributed Energy Resources) systems, and transmission and distribution line SCADA/Automation systems. This position handles highly 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:	<p>Is able to perform the job duties of a Senior level engineer. As assigned, additional job duties include, for transmission, substation, distribution and systems, including transmission and distribution line SCADA/Automation systems:</p> <p style="text-align: center;">COMMON TO ALL</p> <ol style="list-style-type: none"> 1. Identifies, analyzes and improves existing business processes within assigned department to meet existing/new goals and objectives 2. Performs complex engineering analysis. 3. Conceives and investigates areas in which engineering precedents are not tested and contributes to new designs and techniques that are regarded as major advances in the company and/or industry. 4. May represent PG&E as an expert on professional society and/or industry association committees (e.g., IEEE, CIGRE, etc.). <p style="text-align: center;">ASSET STRATEGY AND IMPLEMENTATION</p> <ol style="list-style-type: none"> 5. Ensures the system performance meets reliability targets. 6. Lead in implementation of projects involving inter-regional coordination. 7. Leads and/or acts as a company witness, liaison, or information provider to outside parties for project support or any other regulatory proceedings impacting PG&E business.
Scope	Resolves problems of complex scope. Assignments may require complex solutions. Works independently with limited feedback from management. Provides guidance and feedback to other engineers. 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 and provides technical guidance to lower classification engineers and works with management. 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	<p>Demonstrates knowledge and abilities required for the Associate, Journey and Senior level Engineer and also:</p> <ul style="list-style-type: none"> • Able to handle multiple large and complex projects without supervision and serve as team leader. • 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.

	<ul style="list-style-type: none"> • 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. • Assesses business conditions, identifies opportunities, and develops programs from a multifunctional, cross-process perspective. • Is recognized as an expert in their area of responsibility. • Develops technical policies and procedures. • Contributes significantly to the development of standards, specifications, guidelines, and other Utility guidance documents. • Applies broad and extensive business understanding of technical issues and impacts the strategic direction and policies of the company. • Provides high-level advice and expertise to upper management frequently and consistently.
Job Qualifications:	
Education	A BS Degree in Civil or Electrical Engineering or other related Engineering degree as appropriate from an accredited university. For designated positions, a BSEE or BSCE only may be required.
Licenses / Certifications	Current California PE license required for Senior Consulting Engineer. This may 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.

Conversion of Incumbent Employees

Employee Name	Employee Number	LAN ID	Headquarter	Job Name	Current Job Class Code	Most Recent Hire Date	New Job Name	New Job Class Code
Bubacarr Jallow	284602	BXJX	San Ramon BR Non-Gas	Substn Strategy Engineer, Asc	51874286	8/24/2015	Electric Standards and Strategy Engineer, Associate	51874283
Aster Mehari	116378	AAMI	San Ramon BR Non-Gas	Substn Strategy Engineer, Sr-GOLD CIR	50208702	8/1/2005	Electric Standards and Strategy Engineer, Senior – GOLD CIRCLE	50208671
Daniel Evan Waters	218891	DEWI	Salinas Service Center	Substn Strategy Engineer, Sr-GOLD CIR	50208702	2/20/2007	Electric Standards and Strategy Engineer, Senior – GOLD CIRCLE	50208671
John A Vardanian	8010	JAV7	San Ramon BR Non-Gas	Substn Strategy Engineer, Sr-GOLD CIR	50208702	8/1/1984	Electric Standards and Strategy Engineer, Senior – GOLD CIRCLE	50208671
Matthew Sayers	222521	M6SL	Clovis Ashlan Ave Office	Substn Strategy Engineer, Sr-GOLD CIR	50208702	6/11/2007	Electric Standards and Strategy Engineer, Senior – GOLD CIRCLE	50208671
Norman Ernesto Aviles	115769	NEA4	Bakersfield Customer Service Office	Substn Strategy Engineer, Sr-GOLD CIR	50208702	4/4/2005	Electric Standards and Strategy Engineer, Senior – GOLD CIRCLE	50208671
Paul Gill	108283	PSG2	San Ramon BR Non-Gas	Substn Strategy Engr, Sr Cnsltng-GOLD CIR	50208703	8/31/1998	Consulting Electric Standards and Strategy Engineer, Sr – GOLD CIRCLE	50208673

Conversion of Incumbent Employees

	Employee Number	LAN ID	Headquarter	Job Name	Current Job Class Code	Most Recent Hire Date	New Job Name	New Job Class Code
Harinder P Singh	109009	HPS2	San Ramon BR Non-Gas	Substn Stratgy Engr, Sr Cnsltng-GOLD CIR	50208703	12/21/1999	Consulting Electric Standards and Strategy Engineer, Sr – GOLD CIRCLE	50208673
Lise Thu Thuy Phan	111288	LLP0	San Ramon BR Non-Gas	Substn Stratgy Engr, Sr Cnsltng-GOLD CIR	50208703	10/22/2001	Consulting Electric Standards and Strategy Engineer, Sr – GOLD CIRCLE	50208673
Richard Dale Benefiel	7223	RDB6	Clovis Ashlan Ave Office	Substn Stratgy Engr, Sr Cnsltng-GOLD CIR	50208703	2/13/1984	Consulting Electric Standards and Strategy Engineer, Sr – GOLD CIRCLE	50208673

Changes to Exhibit D

14. Deleted as of [date]. See LOA [number]

SUBSTATION ASSET STRATEGY ENGINEERS (LOA 08-15, Classification Specific Provisions from Exhibit V)

A. Work Jurisdiction

~~The parties agree that there is shared work jurisdiction between the Principal Engineer and this unit. The Company and Union agree to continue the shared work jurisdiction as currently practiced. The Company will notify the Union of Substation Asset Strategy Implementation Engineering assignments made to Principal Engineers in advance and will meet and confer with the Union before increasing by more than 1 the number of Principal positions whose work is shared by this unit.~~

~~The company also agrees to maintain a minimum of one Senior Consulting Engineer for each supervisor's group, with a minimum of two Senior Consulting Engineers. In no case will the ratio result in the selection of a Senior Consulting Engineer who is unqualified for the position.~~

B. Senior Advising Engineer

~~When considering candidates for Senior Consulting Engineer vacancies for the minimum number identified above, 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 above the minimum staffing requirement, the Company shall determine if creating a Senior Advising Engineer position is appropriate and will notify the selection committee.~~

C. Performance Standards

~~The Company will continue with the existing performance appraisal standards and those will be updated by a joint Company-Union committee to support the shared objective of achieving top quartile performance.~~

Job Descriptions

~~Job Descriptions are published in Appendix 1 of this Agreement.~~

16. Electric Standards and Strategy Engineers (amended [date] per LOA [number]) (LOA 08-20, Classification Specific Provisions from Exhibit X)

A. Work Jurisdiction

The parties agree that there is shared work jurisdiction between the Principal Engineer and this unit. The Company and Union agree to continue the shared work jurisdiction as currently practiced. The Company will notify the Union of Electric Standards Engineering assignments made to Principal Engineers in advance and will meet and confer with the Union before increasing by more than 1 the number of Principal positions whose work is shared by this unit.

The company also agrees to make reasonable efforts to maintain a minimum of one Senior Consulting Engineer for each supervisor's group, with a minimum of six Senior Consulting Engineers. In no case will the ratio result in the selection of a Senior Consulting Engineer who is unqualified for the position.

B. Performance Standards

The Company will continue with the existing performance appraisal standards and those will be updated by a joint Company-Union Committee to support the shared objective of achieving top quartile performance.

C. 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 committee may grant preference among candidates with relatively equal qualifications to a candidate with a PE over a candidate without a PE. The duties and pay range will be the same for Senior Advising and Senior Consulting Engineers.

D. Senior Consulting Engineer Vacancies

The Company and Union shall meet annually to discuss the need for additional Senior Consulting or Senior Advising Engineer positions, although not necessarily increasing the total headcount in the department, and the qualifications of existing Senior Engineers. Establishing Senior Consulting/Advising Engineer positions is solely at the discretion of management.

Job Descriptions

Job Descriptions are published in Appendix 1 of this Agreement.