



**Pacific Gas and  
Electric Company**

Robert Joga  
Senior Director  
Labor Relations

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**18-31-ESC**

December 11, 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:

The Company and Union have concluded negotiations for newly represented employees in the Sourcing Quality Inspection Engineers unit. 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 December 1, 2018.

**2. Classification Groups**

All Classifications will be part of one Line of Progression and one Classification Group in the Contract, to be called "Sourcing Quality Inspection Engineers." The Union and the Company have agreed to eliminate the Associate Sourcing Quality Inspection Engineer classification. The Line of Progression will begin with the Journey level, where vacancies will be filled under the normal procedures for journey level vacancies.

**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 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-204177, October 16, 2017, Sourcing Quality Inspection  
Engineers

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

All classifications will be added to Exhibit A. Bid 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 SQIE's**

- a. There is currently one incumbent who does not hold a BS degree: Scott Morris. He will be "grandfathered" into the Line of Progression, maintaining his current classification.
- b. Rick Muller will not be included in the ESC bargaining unit. He will remain as a non-union "Expert Sourcing Quality Inspection Engineer" and will be permitted to perform Senior Advising Supplier Quality Inspection Engineer work, including the work of lower Supplier Quality Inspection Engineer classifications. He will not have any rights or status under the ESC Contract. He will retain non-union status for all benefits, including salary and retirement. Any backfill for Mr. Muller will be with an ESC-represented Supplier Quality Inspection Engineer position.

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: \_\_\_\_\_

Robert Joga  
Senior Director

The Union is in agreement.

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

By: \_\_\_\_\_

Joshua Sperry  
Senior Union Representative

12/12, 2018

**Attachment 1: New Classification Group**

Ranges shown are for 2018

<b>Sourcing Quality Inspection Engineers</b>				
	Min monthly	Max monthly	Min annual	Max annual
Sourcing Quality Inspection Engineer (52232199)	7,500	10,008	90,000	120,100
Sourcing Quality Inspection Engineer, Senior (52232200)	8,333	11,648	100,000	139,774
Sourcing Quality Inspection Engineer, Senior Advising (52232276)	10,167	13,083	122,000	157,000

Ranges shown are for 2019

<b>Sourcing Quality Inspection Engineers</b>				
	Min monthly	Max monthly	Min annual	Max annual
Sourcing Quality Inspection Engineer (52232199)	7,744	10,333	92,925	124,003
Sourcing Quality Inspection Engineer, Senior (52232200)	8,604	12,027	103,250	144,317
Sourcing Quality Inspection Engineer, Senior Advising (52232276)	10,497	13,508	125,965	162,103

Note: The 2019 Ranges shown above already include the General Wage Increase of 3.25%, effective 1/1/19.

**Attachment 2: Additions to Exhibit D**

**A. Travel Time**

Business travel for Sourcing Quality Inspection Engineer monthly employees is an integral part of their job duties; therefore, the parties agree that Sourcing Quality Inspection Engineers are not eligible for pay for additional time worked when travelling outside the PG&E service territory or when performing Source Inspections within the service territory. This travel or work shall be considered part of the normal work day and/or normal work week, regardless if the time spent traveling exceeds a normal work day and/or normal work week. Management will make a reasonable effort to schedule business travel to occur on scheduled work days.

**B. Telecommuting and Remote Access**

Time worked via remote access or telecommuting while outside the PG&E service territory shall be considered as part of the normal work day and/or normal work week. All other time worked via remote access or telecommuting will be in compliance with Section 7.9.

**C. Overtime**

SQIE monthly employees will be eligible for Overtime as defined in Section 17.11, with the exception of travel time, telecommuting and remote access as described above.

**D. Eliminated Principal Classification**

This classification group contained a Principal Engineer classification which was eliminated by mutual agreement of the Union and the Company. Any future Principal level positions created in Sourcing Quality Inspection Engineering will be bargaining unit positions and the Company will negotiate salary range and job description with the Union.

**E. Remote Employee:**

1. Parmjit Bains is currently headquartered at his home in Fresno, CA.
2. This employee is permitted to work from his home. PG&E will not change this employee's headquarters without agreement of the employee and Union.
3. This employee will be reimbursed for required travel expenses, including lodging and meals.

**Attachment 3: Job Descriptions**

<b>Sourcing Quality Inspection Engineer, Journey (52232199)</b>	
<b>Summary</b>	The Journey level engineer job is responsible for hands-on source inspection of gas, electric or power generation equipment at domestic and international supplier locations. This position requires up to 75% travel time (domestic and international) annually.
<b>Job Duties:</b>	<ol style="list-style-type: none"><li>1. Performs source inspections (witnessing key tests &amp; inspecting the equipment for acceptable workmanship) for equipment and materials at supplier factories, communicates any deviations and works to resolve deviations to the supplier and the PG&amp;E Responsible Engineer, and writes up results in an inspection report. Follows up with the supplier to verify completion of any necessary corrective actions.</li><li>2. Reviews vendor production/approval drawings and verifies conformity to PG&amp;E specification and actual as-built.</li><li>3. Writes up result in an inspection report and then issues to the SQA admin team. Upon request, reviews critical manufacturing processes of manufacturer facilities to support qualifications of suppliers. Analyzes the information gathered and makes a recommendation regarding the manufacturing process. Documents the results in a thorough report.</li><li>4. Generates and reviews Quality Notifications (QN's) including Material Problem Reports (MPRs) and Supplier Corrective Actions Requests (SCARs).</li><li>5. Coordinates inspection schedules for orders at assigned supplier plants and other assigned purchase orders. Provides the required inspection information to the backup inspector, if necessary.</li><li>6. Works with other Quality Engineers in the Supplier Quality group and works with PG&amp;E Responsible Engineers to develop technical knowledge regarding various types of major equipment.</li><li>7. Develops quality auditing skills through a combination of classroom training and on the job training.</li><li>8. Drafts new procedures when required under oversight.</li></ol>
<b>Scope</b>	Performs inspection of moderate complexity gas, electrical or Power generation products. Assignments are regularly reviewed. Generally, works independently with limited feedback from other engineers and supervisor. Demonstrates increasing technical and communication skills.

<b>Interaction</b>	<p>Work sometimes requires direction from more senior engineers and the supervisor. Work internally with SQA, Sourcing and Engineering team members to resolve quality concerns and implement process improvements at vendor locations. Works externally with vendors and third parties to perform inspections. May be assisted by Supplier Quality Engineers (SQE) in conducting supplier visits or supplier follow-up, when the following conditions are met:</p> <ol style="list-style-type: none"> <li>1. It is an issue that requires a site visit and the SQE was already planning to</li> <li>2. visit the site; and</li> <li>3. It is not affordable for the Auditor/Inspector to travel to the site; and,</li> <li>4. The SQE is qualified to perform the duties required, as determined by management.</li> </ol>
<b>Knowledge / Abilities</b>	<ol style="list-style-type: none"> <li>1. Ability to read standards and drawings and make reasoned judgments on the "quality of the designs"</li> <li>2. Knowledge of a mature ISO-9000 system</li> <li>3. Knowledge of Quality Management Systems and applications in a supplier - customer relationship</li> <li>4. Ability to follow safety practices of PG&amp;E and supplier plant locations</li> <li>5. Ability to understand and apply PG&amp;E specification as they apply to purchase order requirement.</li> <li>6. Ability to understand and apply various industry standard related to equipment being inspected</li> <li>7. A strong mechanical, electrical and manufacturing QA/QC aptitude.</li> <li>8. Knowledge to use various gages to verify conformity</li> <li>9. Ability to travel to various material supplier locations to perform inspections with minimum 10 business days inspection notification for North America and 15 business days for international.</li> <li>10. Ability to work with software and databases to pull reports including SAP, Access and Excel</li> <li>11. Able to communicate readily with others both verbal and written</li> <li>12. Ability to make reasoned decisions regarding part and system compliance when drawings are not clear</li> <li>13. Knowledge of variety of non-destructive testing and basic electrical and mechanical inspection techniques.</li> <li>14. Knowledge of a mature Supplier Quality and Procurement systems and processes and the ability to work closely with Engineering and Procurement personnel to achieve supplier qualification and improvements.</li> <li>15. Knowledge of a variety of manufacturing processes and good internal business controls and procedures</li> <li>16. Ability to demonstrate application of "root cause analysis" in working with supplier problems.</li> <li>17. Ability to work in a rapid pace environment with incomplete information; making decisions about hardware while juggling multiple problems and tasks</li> </ol>
<b>Job Qualifications:</b>	
<b>Education</b>	A 4-year BS Degree in Electrical, Civil, Mechanical or other related Engineering degree as appropriate from an accredited curriculum in the US or the equivalent from outside the US.
<b>Licenses / Certifications</b>	<p>Desired:</p> <p>American Society of Quality - Certified Quality Inspector (CQI) certificate.</p>

<b>Experience</b>	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 applicable industry experience.
<b>Desired Experience</b>	<ul style="list-style-type: none"> <li>• Experience working in a manufacturing environment with "hands-on" experience inspecting or dispositioning defective materials.</li> <li>• Auditing experience</li> <li>• Utility experience. Knowledge of electrical substation, transmission, and hydro generation or gas distribution/transmission equipment</li> <li>• Lean 6 sigma experience. Knowledge of six sigma quality systems and experience leading Lean Six Sigma events with either internal personnel or with suppliers. Green Belt or equivalent training</li> </ul>

<b>Sourcing Quality Inspection Engineer, Senior (52232200)</b>	
<b>Summary</b>	The Senior level engineer job requires mastery of the Journey level engineer skills and duties. The position is responsible for hands-on source inspection of gas, electric or power generation equipment at domestic and international supplier locations. This position requires up to 75% travel time (domestic and international) annually.
<b>Job Duties:</b>	<p>May perform functions of Journey level Engineers and in addition:</p> <ol style="list-style-type: none"> <li>1. Assists Quality Inspection Engineers that are new to the Supplier Quality group.</li> <li>2. May represent Supplier Quality on PG&amp;E major equipment teams.</li> <li>3. Performs periodic targeted surveillance inspections at key supplier factories deemed critical by the Supplier Quality staff such as recent quality problems, changes at the factory since the last surveillance inspection, and known critical processes for the products involved under the guidance of more senior engineer. Writes or contributes to document the results thorough the surveillance inspection reports.</li> <li>4. Analyzes quality performance data, such as test failure rates, defect trends, and specification deviation trends.</li> <li>5. Provides technical recommendations to SQE's to aid in development of source inspection checklist.</li> <li>6. Provides technical recommendations to Standards engineers to improve PG&amp;E specification and reviews new/revised specification prior to release.</li> </ol>
<b>Scope</b>	Performs inspection of highly complex gas, electrical or Power generation products. May need to inspect products that don't have defined inspection plan. Works independently with limited feedback from other engineers and supervisor.
<b>Interaction</b>	<p>Work sometimes requires direction from more senior engineers and the supervisor. Work internally with SQA, Sourcing and Engineering team members to resolve quality concerns and implement process improvements at vendor locations. Works externally with vendors and third parties to perform inspection.</p> <p>May be assisted by Supplier Quality Engineers (SQE) in conducting supplier visits or supplier follow-up, when the following conditions are met:</p> <ol style="list-style-type: none"> <li>1. It is an issue that requires a site visit and the SQE was already planning to visit the site; and</li> <li>2. It is not affordable for the Auditor/Inspector to travel to the site; and,</li> <li>3. The SQE is qualified to perform the duties required, as determined by management.</li> </ol>

<b>Knowledge / Abilities</b>	<ol style="list-style-type: none"> <li>1. Ability to read standards and drawings and make reasoned judgments on the "quality of the designs"</li> <li>2. Knowledge of a mature ISO-9000 system</li> <li>3. Knowledge of Quality Management Systems and applications in a supplier - customer relationship</li> <li>4. Ability to follow safety practices of PG&amp;E and supplier plant locations</li> <li>5. Ability to understand and apply PG&amp;E specification as they apply to purchase order requirement.</li> <li>6. Ability to understand and apply various industry standard related to equipment being inspected</li> <li>7. A strong mechanical, electrical and manufacturing QA/QC aptitude.</li> <li>8. Knowledge to use various gages to verify conformity</li> <li>9. Ability to travel to various material supplier locations to perform inspections with minimum 10 business days inspection notification for North America and 15 business days for international.</li> <li>10. Ability to work with software and databases to pull reports including SAP, Access and Excel</li> <li>11. Able to communicate readily with others both verbal and written</li> <li>12. Ability to make reasoned decisions regarding part and system compliance when drawings are not clear</li> <li>13. Knowledge of variety of non-destructive testing and basic electrical and mechanical inspection techniques.</li> <li>14. Knowledge of a mature Supplier Quality and Procurement systems and processes and the ability to work closely with Engineering and Procurement personnel to achieve supplier qualification and improvements</li> <li>15. Knowledge of a variety of manufacturing processes and good internal business controls and procedures</li> <li>16. Ability to demonstrate application of "root cause analysis" in working with supplier problems.</li> <li>17. Ability to work in a rapid pace environment with incomplete information; making decisions about hardware while juggling multiple problems and tasks.</li> <li>18. Proven ability to pull together and lead cross-functional teams to solve discrete problems and systems problems as they are defined</li> </ol>
<b>Job Qualifications:</b>	
<b>Education</b>	A 4-year BS Degree in Electrical, Civil, Mechanical or other related Engineering degree as appropriate from an accredited curriculum in the US or the equivalent from outside the US.
<b>Licenses / Certifications</b>	Desired: American Society of Quality - Certified Quality Inspector (CQI) certificate.
<b>Experience</b>	Mastery of the 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 five years of work experience in electrical or gas equipment, supplier quality, inspection, project engineering, and/or manufacturing environment
<b>Desired Experience</b>	<ul style="list-style-type: none"> <li>• Experience working in a manufacturing environment with "hands-on" experience inspecting or dispositioning defective materials.</li> <li>• Auditing experience</li> <li>• Utility experience. Knowledge of electrical substation, transmission, and hydro generation or gas distribution/transmission equipment.</li> <li>• Lean 6 sigma experience. Knowledge of six sigma quality systems and experience leading Lean Six Sigma events with either internal personnel or with suppliers. Green Belt or equivalent training</li> <li>• Lead Auditor training</li> <li>• Experience in building supplier relationships</li> </ul>



<b>Sourcing Quality Inspection Engineer, Senior Advising (52232276)</b>	
<b>Summary</b>	The Senior Advising level engineer job requires mastery of the Senior level engineer skills and duties. The position is responsible for hands-on source inspection of gas, electric or power generation equipment at domestic and international supplier locations. This position requires up to 75% travel time (domestic and international) annually.
<b>Job Duties:</b>	May perform functions of Senior Engineers and in addition: <ol style="list-style-type: none"><li>1. Considered a subject matter expert on several types of major equipment and inspections.</li><li>2. Drafts new or edits existing procedures or processes and manages them through the approval process to completion.</li></ol>
<b>Scope</b>	Performs inspection of highly complex gas, electrical or Power generation products. May need to inspect products that don't have defined inspection plan. Works independently with limited feedback from other engineers and 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.
<b>Interaction</b>	Assist lower classification engineers and works with the supervisor. Internally establish good relations with LOB's to establish standards. Work externally with vendors to establish good relations and drive improvements at their locations. May be assisted by Supplier Quality Engineers (SQE) in conducting supplier visits or supplier follow-up, when the following conditions are met: <ol style="list-style-type: none"><li>1. It is an issue that requires a site visit and the SQE was already planning to visit the site; and</li><li>2. It is not affordable for the Auditor/Inspector to travel to the site; and,</li><li>3. The SQE is qualified to perform the duties required, as determined by management.</li></ol>

<b>Knowledge / Abilities</b>	<ol style="list-style-type: none"> <li>1. Ability to read standards and drawings and make reasoned judgments on the "quality of the designs"</li> <li>2. Knowledge of a mature ISO-9000 system</li> <li>3. Knowledge of Quality Management Systems and applications in a supplier - customer relationship</li> <li>4. Ability to follow safety practices of PG&amp;E and supplier plant locations</li> <li>5. Ability to understand and apply PG&amp;E specification as they apply to purchase order requirement.</li> <li>6. Ability to understand and apply various industry standard related to equipment being inspected</li> <li>7. A strong mechanical, electrical and manufacturing QA/QC aptitude.</li> <li>8. Knowledge to use various gages to verify conformity</li> <li>9. Ability to travel to various material supplier locations to perform inspections with minimum 10 business days inspection notification for North America and 15 business days for international.</li> <li>10. Ability to work with software and databases to pull reports including SAP, Access and Excel</li> <li>11. Able to communicate readily with others both verbal and written</li> <li>12. Ability to make reasoned decisions regarding part and system compliance when drawings are not clear</li> <li>13. Knowledge of variety of non-destructive testing and basic electrical and mechanical inspection techniques.</li> <li>14. Knowledge of a mature Supplier Quality and Procurement systems and processes and the ability to work closely with Engineering and Procurement personnel to achieve supplier qualification and improvements</li> <li>15. Knowledge of a variety of manufacturing processes and good internal business controls and procedures</li> <li>16. Ability to demonstrate application of "root cause analysis" in working with supplier problems.</li> <li>17. Ability to work in a rapid pace environment with incomplete information; making decisions about hardware while juggling multiple problems and tasks.</li> <li>18. Ability to identify cross functional problems and solution sets for those problems</li> <li>19. Proven ability to pull together and lead cross-functional teams to solve discrete problems and systems problems as they are defined</li> </ol>
<b>Job Qualifications:</b>	
<b>Education</b>	A 4-year BS Degree in Electrical, Civil, Mechanical or other related Engineering degree as appropriate from an accredited curriculum in the US or the equivalent from outside the US.
<b>Licenses / Certifications</b>	Desired: American Society of Quality - Certified Quality Inspector (CQI) certificate.
<b>Experience</b>	Mastery of the Journey and Senior level engineer job duties and demonstrated knowledge and ability to perform the basic duties of the Senior Advising Engineer. Meets specific technical requirements gained through a minimum of eight years of work experience in electrical or gas equipment, supplier quality, inspection, project engineering, and/or manufacturing environment
<b>Desired Experience</b>	<ul style="list-style-type: none"> <li>• 10+ years in a manufacturing environment or within the PG&amp;E Supplier Quality Assurance group</li> <li>• Experience working in a manufacturing environment with "hands-on" experience inspecting or dispositioning defective materials.</li> <li>• Auditing experience</li> <li>• Experience in building supplier relationships</li> <li>• Utility experience. Knowledge of electrical substation, transmission, and hydro generation or gas distribution/transmission equipment</li> <li>• Lean 6 sigma experience. Knowledge of six sigma quality systems and experience leading Lean Six Sigma events with either internal personnel or with suppliers. Green Belt or equivalent training</li> <li>• Lead Auditor training</li> </ul>