



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE, SUITE 130
WALNUT CREEK, CA 94598
925.974.4461
MATTHEW LEVY
SENIOR DIRECTOR



ENGINEERS AND SCIENTISTS OF CALIFORNIA
LOCAL 20, IFPTE, AFL-CIO AND CLC
810 CLAY STREET
OAKLAND, CA 94607
510.238.8320
JOSHUA SPERRY
SENIOR UNION REPRESENTATIVE

21-05-ESC

March 5, 2021

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 entered into a Memorandum of Understanding in June 2020 in which the parties agreed to engage in Ad Hoc negotiations to improve affordability, efficiency and customer service. One of the topics discussed during the Ad Hoc negotiations was the advanced placement of newly hired Engineering Estimators into Provisional Senior Engineering Estimator positions. The parties have completed the Ad Hoc negotiations on this topic and this letter confirms the agreement reached by the parties:

1. Job Title

- a. "Provisional Senior Engineering Estimators" will be classified as Engineering Estimators (50010529 or 50010530) for the appropriate commodity in SAP, paid at the wage rate identified in this agreement (top step for Engineering Estimator), but these employees may choose to use the working job title of "Provisional Senior Engineering Estimator". However, their classification for all contractual purposes will be Engineering Estimator. Provisional Senior Engineering Estimators are hired through the normal process of filling vacancies for Engineering Estimator (Title 21.13); however, if the candidate who is hired meets the requirements in this agreement, they will be eligible for the pay and training provisions detailed below.
- b. Provisional Senior Engineering Estimator hires will be covered by LA 16-23-ESC (bid restriction) as applicable.

2. Provisional Senior Engineering Estimator Starting Pay

- a. New externally hired Provisional Senior Engineering Estimators will be placed at the top step (currently \$50.79) of the wage rate for Engineering Estimator (50010529 or 50010530) if they meet one of the following qualifications:
 - i. Four (4) years of experience as an estimator or design engineer working on electric/gas utility distribution or transmission systems (experience must be commodity specific) **AND** must either hold or obtain an "Autodesk Certified User (ACU)" certificate within 12 months of hire (in

accordance with LA 19-13-ESC). NOTE: Provisional Senior Engineering Estimators hired into the Gas Transmission Estimating group are not required to hold or obtain an ACU certificate.

OR

- ii. Bachelor of Science Degree in Engineering from an accredited college or university, **AND** minimum one (1) year of experience as an estimator or design engineer working on electric/gas utility distribution or transmission systems (experience must be commodity specific).
- b. Employees paid under the provisions of this Letter of Agreement will receive no progressive wage increases (except for general wage increases) until successfully passing the Senior Engineering Estimator Examination.
- c. Current Engineering Estimators (as of April 1, 2021) will be eligible for this agreement if they meet the requirements outlined in No. 2(a) above. However, the parties agree that any applicable compensation will be paid prospectively as of April 1, 2021, and there will be no retroactivity before that date. Engineering Estimators who meet the requirements in No. 2(a) above after April 1, 2021, will also be eligible for the pay and ETP acceleration provisions of this agreement effective the first pay period after confirmation the employee meets the requirements (no retroactive payment prior to April 1st).
- d. This agreement prospectively modifies Exhibit C (Hiring Hall) of the ESC Collective Bargaining Agreement for previous Hiring Hall employees hired into Engineering Estimator positions, who may be deemed a Provisional Senior Engineering Estimator, in that they will receive the wage rate (top step for Engineering Estimator) and be eligible for ETP acceleration if they meet the requirements identified in No. 2(a) above.

3. Engineering Estimator Training Program (ETP) Acceleration

- a. At the employee's option, and subject to approval by the Estimator Training and Testing Governance Committee (ETTGC), Provisional Senior Engineering Estimators hired under this agreement may challenge any or all of the first four (4) modules of ETP. A challenge involves successfully passing the relevant ETP module test. The supervisor, employee mentor, and Provisional Senior Engineering Estimator will meet to determine what On-The-Job Training (OJT) requirements have been met based on the employee's experience and develop a plan to address the remaining OJT requirements. Upon completion of Module Four (4), there will be no further acceleration through remaining modules.
- b. All Engineering Estimators (including Provisional Senior Engineering Estimators) must still pass the Senior Engineering Estimator Examination in order to be classified as Senior Engineering Estimator.
- c. Gas Transmission Estimators who meet the requirements in No. 2(a) above will also be eligible for the pay provisions of this agreement. In terms of acceleration through the training program, the ETTGC will make a decision based on advice from a committee comprised of two ADE's appointed by the Union and two Supervisors/Managers appointed by the Company, who will review each eligible employee and assign them a value of months of previous experience, up to 24 months maximum. The employee will be eligible to take the Senior Estimator exam upon reaching 30 months of total experience including the previous experience value awarded by the committee.
- d. This provision will also be applicable to any current Engineering Estimators who meet the eligibility requirements of this agreement.

Mr. Joshua Sperry

LA 21-05-ESC
March 5, 2021

4. Dispute Resolution

Any disagreements or disputes about application of this agreement will be referred to an Oversight Committee. The Company and Union shall each appoint three (3) members to be part of the Oversight Committee. The Oversight Committee will attempt to resolve any issues that may arise regarding this Letter of Agreement within forty-five (45) days. Issues that the Oversight Committee cannot resolve will be subject to the party's grievance procedure.

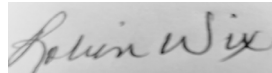
5. Unintended Consequences

This agreement may be cancelled by either party with thirty (30) days' written notice. If the agreement is cancelled, those provisions will remain in effect for employees who were already hired under this agreement or any pending job offers made under the agreement, and any incumbent employees who were affected by the agreement.

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,

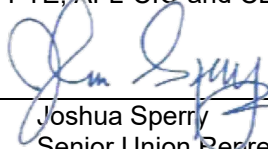
PACIFIC GAS AND ELECTRIC COMPANY



By: _____
Robin Wix Mgr., for Matthew Levy
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

3/5/21, 2021