



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

## 21-17-ESC

August 31, 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:

Pursuant to Section 28.4, to comply with the legal regulations governing job posting requirements, the parties agree to modify and consolidate the sections listed below.

The parties agree to remove the following sections as shown:

Exhibit D.IV section	Item	group
10	J	Distribution Engineers (LOA 17-20 and 18-01)
16	C	Electric Standards & Strategy Engineers
17	B	Maintenance & Construction Engineers
19	D	Telecommunications Engineers
25	A	Transmission Planning
26	B	Metering Engineers
27	B	Automation/Power Quality Engineers
28	A	Transmission Operations Engineering
30	A	Gas Station/IC&E Engineering
LOA 18-33	B	Gas Process Safety

The original deleted contractual sections pertaining to Senior Advising Engineers can be found in the Attachment to this letter of agreement.

The parties agree to modify the Agreement to add the following as a new section 15.8 SENIOR ADVISING ENGINEERS

- a. The language below will apply to the following engineering classification groups:

Exhibit D.IV section	group
10	Distribution Engineers (Gas and Electric)
16	Electric Standards & Strategy Engineers
17	Maintenance & Construction Engineers
19	Telecommunications Engineers
22	Nuclear Engineering
25	Transmission Planning
26	Metering Engineering
27	Automation/Power Quality Engineers
28	Transmission Operations Engineering
30	Gas Station Engineering
LOA 18-33	Gas Process Safety

- b. When filling Sr. Consulting/Sr. Advising vacancies in the listed Engineering departments, the Company will post either a Senior Advising Engineer or a Senior Consulting Engineer vacancy based on the needs of the department. The Company will not post "Sr. Consulting/Advising Engineer" vacancies, or simultaneous vacancies for Sr. Consulting and Sr. Advising Engineer in the same department, for one position to be filled by either a Sr. Consulting or a Sr. Advising Engineer.
- c. A candidate selected for a Senior Consulting Engineer vacancy will be required to possess an active California Professional Engineer license and meet all the requirements of that position. Consistent with the requirements of that position, a candidate selected for a Senior Advising Engineer position is not required to possess an active California Engineer license but must meet all the requirements of that position. The duties and pay range will remain the same for Senior Consulting Engineer and Senior Advising Engineer.
- d. The Company will create separate bid codes for Sr. Advising Engineer and Sr. Consulting Engineer, where the parties established the creation of such positions, in all offices where these classifications are currently used.
- e. Employees who attain the position of Senior Advising Engineer, and who possess or obtain an active California Professional Engineer's license, may request to have their job

Mr. Joshua Sperry

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classification changed to Senior Consulting Engineer. This change will be an internal transfer of positions for employees who meet all the requirement of the Senior Consulting Engineer position. The request may be considered without following the contractual process for a vacancy or job posting or change to job requirements and will not create any change in pay.

- f. The following groups do not have the Sr. Consulting Engineer classification nor any incumbents in the Senior Consulting Engineer position. When filling vacancies in these Engineering groups, all vacancies will be posted as Sr. Advising Engineer and *all selected candidates must continue to meet the requirements of that position.*

LOA 18-32	Supplier Quality Engineering (SQE)
LOA 18-31	Sourcing Quality Inspection Engineers (SQIE)

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

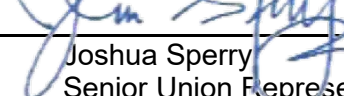


By: \_\_\_\_\_  
Denise Floyd Manager for  
Matthew Levy Senior Director

The Union is in agreement.

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

\_\_\_\_\_, 8/31, 2021

By:  \_\_\_\_\_  
Joshua Sperry  
Senior Union Representative

**ATTACHMENT**

<b>Exhibit D.IV section</b>	<b>Group</b>	<b>Sub-item</b>
16	Electric Standards & Strategy Engineers	C - Conflict
17	Maintenance & Construction Engineering	B - Conflict
19	Telecommunications Engineering	D - Conflict
22	Nuclear Engineering	Clarification
25	Transmission Planning	A - Conflict
26	Metering Engineering	B - Conflict
27	Automation/Power Quality Engineering	B - Conflict
28	Transmission Operations Engineering	A - Conflict
30	Gas Station Engineering	A - Conflict
LOA 18-33	Gas Process Safety	B - Conflict

**Deletions to Exhibit D.IV.10 J.**

**Senior Advising Engineer**

**LA 17-20-ESC**  
**Attachment 1**

~~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 duties and pay range will be the same for Senior Advising and Senior Consulting Engineers. If the Company elects to fill vacancies, the Company shall determine if creating a Senior Advising Engineer position is appropriate, and will notify the selection committee.~~

**16. Electric Standards Engineers (LOA 08-20, Classification Specific Provisions from Exhibit X)**

**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.~~

## **17. Maintenance and Construction (M&C) Engineers (LOA 09-09, Classification Specific Provisions from Exhibit Y)**

### **B. 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.~~

## **25. TRANSMISSION PLANNING (LOA 13-36) (Added 12/12/13)**

### **A. 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 duties and pay range will be the same for Senior Advising and Senior Consulting Engineers. If the Company elects to fill vacancies, the Company shall determine if creating a Senior Advising Engineer position is appropriate and will notify the selection committee.~~

## **26. METERING ENGINEERS (LOA 13-36) (Added 12/12/13)**

### **B. 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.~~

## **27. AUTOMATION AND POWER QUALITY ENGINEERS (LOA 13-36) (Added 12/12/13)**

### **B. Senior Advising Principal Engineers**

~~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.~~

There is no Principal classification in the Power Quality line of progression.

## **28. TRANSMISSION OPERATIONS ENGINEERING (LOA 15-06) (Added 3/31/15)**

### **A. 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 duties and pay range will be the same for Senior Advising and Senior Consulting Engineers. If the Company elects to fill vacancies, the Company shall determine if creating a Senior Advising Engineer position is appropriate and will notify the selection committee.~~

## **30. GAS STATION ENGINEERING (LOA 15-18) (Added 9/16/15) (Gas Project Engineer, Control Systems Engineer, Power Systems Engineer (Gas))**

### **A. 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 duties and pay range will be the same for Senior Advising and Senior Consulting Engineers. If the Company elects to fill vacancies, the Company shall determine if creating a Senior Advising Engineer position is appropriate and will notify the selection committee.~~