



PACIFIC GAS AND ELECTRIC COMPANY
 LABOR RELATIONS
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 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
 FRANCISCO PRECIADO
 EXECUTIVE DIRECTOR

22-10-ESC

April 4, 2022

Francisco Preciado, Executive Director
 Engineers and Scientists of California, Local 20
 IFPTE (AFL-CIO & CLC)
 810 Clay Street
 Oakland, CA 94607

Dear Mr. Preciado:

The Company and Union met to discuss establishing a new Line of Progression within Gas Quality Management.

In Letter Agreement 19-02, the parties implemented the Arbitrator's decision in Arbitration Case 202, Grievance #23385. At that time, the parties agreed to transfer incumbent Quality Management Specialists to the Field Engineer, Field Engineering Technician, or Senior Field Engineering Technician classification, depending on each incumbent's individual qualifications. Since the implementation of Letter Agreement 19-02, the parties recognize a misalignment in job duties among the combined classifications. This new Line of Progression addresses the misalignment in job duties. This Letter Agreement cancels and supersedes Letter Agreement 19-02.

The parties agree to the creation of three new classifications titled Standards Adherence Engineer, Standards Adherence Technician, and Senior Standards Adherence Technician.

- a. Three new classifications will be added to Exhibit A as shown in Attachment 1. Bid/transfer codes will be established for all positions. Job descriptions will be added to Exhibit D (subsection IV.8, Construction) as shown in Attachment 1.
- b. See Attachment 1 of this Letter Agreement for the job descriptions.
- c. It is agreed that these classifications are separate and distinct from the classifications of Field Engineer, Field Engineering Technician, and Senior Field Engineering Technician for purposes of Title 21 and Title 22.
- d. The 2022 wage range for the new classifications will be equivalent to the respective Field Engineer, Field Engineering Technician, and Senior Field Engineering Technician in General Construction.

Classification	Equivalent Classification	1/1/2022 Min	1/1/2022 Max
Standards Adherence Engineer	Field Engineer	\$45.80	\$68.64
Standards Adherence Technician	Field Engineering Technician	\$39.78	\$56.03
Senior Standards Adherence Technician	Senior Field Engineering Technician	\$57.94	\$66.06

Mr. Francisco Preciado

LA 22-10-ESC
April 4, 2022

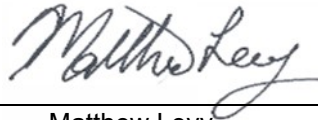
- e. Effective upon implementation, the transition and placement of incumbent employees identified in Attachment 2 shall be as follows:
 - i. Incumbent employees who are designated as Field Engineer will be placed into the Standards Adherence Engineer classification at the employees' current rate of pay.
 - ii. Incumbent employees who are designated as Field Engineering Technician will be placed into the Standards Adherence Technician classification at the employees' current rate of pay.
 - iii. Incumbent employees who are designated as Senior Field Engineering Technician will be placed into the Senior Standards Adherence Technician classification at the employees' current rate of pay.

- f. Eligible incumbent employees identified in Attachment 3 will be given the exam in April 2022. If an employee passes the exam, for pay purposes, they will be treated as having passed the Sr. Standards Adherence Technician exam according to the dates identified in Attachment 3. The retroactive pay provision is only applicable for the April 2022 exam. If an employee fails the exam given in April 2022 and attempts the exam at a later date the Application provisions in this Agreement shall apply and such progression shall be effective on the first day of the following month following completion of the requirements.

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
Senior Director

The Union is in agreement.

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

April 21 _____, 2022

By: _____
Francisco Preciado
Executive Director

Attachment 1

STANDARDS ADHERANCE ENGINEER (52886543)
(Beginning Classification)

A. DUTIES

A non-exempt professional employee who contributes technical and engineering services. During initial assignments may be required to learn and perform all the duties of a Standards Adherence Technician and Senior Standards Adherence Technician. With experience, assignments will expand to monitoring the documented work of field personnel to assure compliance with specifications and plans; audit work for adherence to current construction standards, rules, and regulations. Based on education and experience, may be called upon to assist Lines of Business with resolution of technical problems or process issues.

B. REQUIREMENTS

Bachelor's degree in engineering or construction disciplines from a recognized college or experience and supplemental education described in RC 546 which establishes the ability to perform the duties of the classification. Passing the California EIT examination and achievement of professional registration will be given special consideration for promotion to or advancement in classification.

Note: In RC 546 the parties agreed that to fulfill "supplemental education" an employee must have:

- A minimum of 30 quarter or 20 semester units at an accredited college where courses are reimbursable through the Company's tuition refund plan.
- The courses would emphasize science and engineering such as those listed below with a mix of no less than three areas:
 - Physics
 - Chemistry
 - Principles of Electricity
 - Statics
 - Surveying
 - Dynamics
 - Math – including trigonometry and basic calculus
- Acquiring an Engineer-In-Training (EIT) certificate will satisfy the supplemental education requirement.

The above requirements along with job experience will be utilized to determine the ability to perform the duties of transfer applicants who do not possess a four-year degree as described in Exhibit D of the Agreement.

SENIOR STANDARDS ADHERANCE TECHNICIAN (52885618)

A. DUTIES

An employee who performs the duties of a Standards Adherence Technician may be required to perform such additional duties as training and directing the work of a Standards Adherence Technician in the performance of their duties; May assist in developing training materials; May assist in the development and maintenance of protocols to ensure that Quality Reviews are aligned with PG&E's requirements and work procedures; May perform other duties as assigned; act as an assistant to the supervisor in charge May be responsible for assisting in the coordination of or leading special projects.

B. REQUIREMENTS

High school graduate. Experience and supplemental education which establishes the abilities to perform the duties of the classification. A minimum of 24 months in the Standards Adherence Technician classification and not less than six months being at the top of the rate. Must maintain a valid/current CA Driver's License

C. APPLICATION

(1) The examination for Senior Standards Adherence Technician will be given the fourth week in March and the last week in September.

(2) Progression to the classification of Senior Standards Adherence Technician will occur when the employee

(a) has met the above appropriate examination requirement, and

(b) has met other requirements of the higher classification, and

(c) has completed six months at the top wage rate and 24 months in the Standards Adherence Technician on a regular basis or has completed at least 30 months in the Standards Adherence Technician classification on a regular basis.

Such progression shall be effective on the first day of the following month following completion of these requirements.

(3) The examination will be administered in the process described below.

(a) Joint Examination Panels will be comprised of 2 representatives appointed by the Company and two employees from the appropriate organization and job classifications who are appointed by the Union. By mutual agreement, the number of employees may be changed and/or non-voting members added to a panel.

(b) The panel shall jointly interview applicants, using jointly developed performance standards for each candidate. The panel shall evaluate and promote qualified candidates based on a performance standard that is reasonable, measurable, and attainable.

STANDARDS ADHERANCE TECHNICIAN (52885617) (Beginning Classification)

A. DUTIES

An employee who reviews, inspects, and evaluates company documentation for adherence with PG&E's requirements and work procedures (E.g. Gas Service Records (GSR), As-Builts, Leak repair documents, Job Site Safety Analysis (JSSA), Hot Work Checklist, USA tickets, Leak Survey Maps, Rectifier Maintenance, Regulator, Valves, Meters, as well as related instrument calibrations; Reviews construction drawings and sketches (paper and electronic) for completeness and accuracy; Prepares, conducts and documents quality control reviews in accordance with established quality review processes; Maintains all internal review documents accurately and completely; Monitors quality, identifies issues, reports findings and may recommend process improvements. Collaborates with appropriate leadership or field employees to inform, initiate, and ensure correction when discrepancies are found; May provide support to various organizations by reviewing tailboards and attending meetings to educate workgroups as needed to identify process/standard changes that may impact reviews.

B. REQUIREMENTS

High school graduate. Experience and supplemental education which establishes the abilities to perform the duties of the classification. Must maintain a valid/current CA Driver's License

Attachment 2

Employee	LanID	Classification
Acorn, Sarah	SCAC	Field Engineering Technician
Anderson, Carol	C1As	Field Engineering Technician
Bobrick, Justin	JF3S	Field Engineering Technician
Cismowski, Christopher	CGCF	Field Engineering Technician
Garcia, Marcos	MUG4	Field Engineer - ESC
Holguin, Kimberly	KMBg	Field Engineering Technician
Jimenez, Manny	E1JH	Field Engineering Technician
Jones, Monika	MKJA	Field Engineering Technician
Juarez, Robert	R1JZ	Field Engineering Technician
Knapp, Barry	BDK3	Field Engineer - ESC
Kohtz, Colin	CGK8	Field Engineering Technician
Louie, Mark	M4LF	Field Engineering Technician
Lynch, Jenn	J1EJ	Field Engineering Technician
Ma, Jonathan	JTMu	Field Engineering Technician
Maxey, Eric	E7M6	Field Engineering Technician
Momber, Stephanie	SDMX	Field Engineering Technician
Morton, Gerald	G2MP	Field Engineering Technician
Munteanu, Elvis	E5ME	Field Engineering Technician
Pierce, Dennis	D3Pb	Field Engineering Technician
Russell II, Willie	WJR3	Field Engineering Technician
Scatena, Robert	RQ1V	Field Engineering Technician
Valenzuela, Gina	G1VB	Field Engineering Technician

Employee	LanID	Date
Acorn, Sarah	SCAC	April 1, 2021
Anderson, Carol	C1As	October 1, 2021
Holguin, Kimberly	KMBg	April 1, 2021
Kohtz, Colin	CGK8	October 1, 2021
Louie, Mark	M4LF	October 1, 2021
Lynch, Jenn	J1EJ	April 1, 2021
Ma, Jonathan	JTMu	October 1,2021
Morton, Gerald	G2MP	October 1, 2021
Pierce, Dennis	D3Pb	October 1, 2021
Russell II, Willie	WJR3	October 1, 2021