



PACIFIC GAS AND ELECTRIC COMPANY  
 LABOR RELATIONS  
 111 ALMADEN BOULEVARD  
 SAN JOSE, CA 95113  
 408.282-7267  
 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  
 CARL HARLAND  
 ASSISTANT EXECUTIVE DIRECTOR

**23-09-ESC**

March 8, 2023

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

Dear Mr. Harland:

The Company and the Union have been in discussions about the Company's ability to attract and recruit applicants for the Journey Nuclear Chemistry Engineer positions. The Company proposes to change the ANSI 402-09 from a required to desired License/Certification. In addition, the Company proposed a change in experience; specifically, to allow for experience in Chemistry Engineering or related field.

The job description, provided below, contains strike through and underlining to indicate the changes being made in the existing job descriptions. No other changes in the job description are being made pursuant to this Letter of Agreement. No changes in the Associate, Senior, Senior Consulting/Senior Advising and Principal level Job descriptions are being made.

If you agree, please so indicate in the space provided below and return one executed copy of this letter to the Company.

PACIFIC GAS AND ELECTRIC COMPANY

\_\_\_\_\_, March 9, 2023

By: Matthew Levy  
 Matthew Levy  
 Senior Director

The Union is in agreement.

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

\_\_\_\_\_, March 10th, 2023

By: Carl E. Harland  
 Carl Harland  
 Assistant Executive Director

Journey Level Nuclear Chemistry Engineer	
Summary	This is a journey-level Nuclear Chemistry Engineer job that requires mastery of the Associate level Nuclear Chemistry Engineer skills and duties and is responsible for leading more complex projects and work. Capable of working with minimal supervision. Uses independent judgment in applying chemistry principles, interfaces with other disciplines and works with chemistry engineers, foremen, and technicians in assessing needs. Responsibilities beyond those of associate Nuclear Chemistry Engineer include, but are not limited to, the following: Developing chemical analytical methods; writing procedures; developing technical studies and reports, and provide guidance to contractors and outside vendors; providing nuclear chemistry engineering support for routine projects; increasing knowledge of plant systems and interactions both chemically and mechanically.
Job Duties	Assignments during this period will generally be to assist with one or more of the work areas, or manage under direction one of the work areas described under the job duties of the Associate Nuclear Chemistry Engineer, Primary Chemistry, Secondary Chemistry, Radiochemistry, Radioactive and Non-Radioactive Effluents, and Auxiliary Chemistry. Working on these tasks will require minimal direction and supervision. With more experience, the independence and responsibilities will expand and the need for supervision will decrease or cease. Holds a position, chemistry related or otherwise to support plant needs, within the Emergency Response Organization or holds a position on an ERO team such as a Scenario development team
Scope	Resolves problems of moderate scope. Assignments typically require standard solutions. Assignments are regularly reviewed.
Interaction	External contacts are primarily coordinating, discussing, and reporting progress with third parties including contractors and vendors. May guide the work of less experienced team members. Exchanges information with others outside the team. May partner to solve problems or explore alternative solutions. Internal contacts are with clients and project team members.
Education	Recommended: BS or BA degree in chemistry or a closely-related technical discipline
Licenses / Certifications	<del>Required</del> <u>Desired</u> ANSI 402-09 - Chemistry and Radiochemistry
Experience	Mastery of the Associate level Nuclear Chemistry Engineer job duties or equivalent and demonstrated knowledge and ability to perform the basic duties of the Journey Level Nuclear Chemistry Engineer. Meets specific technical requirements gained through a minimum of three years of <del>cumulative</del> experience in <del>Nuclear Chemistry Engineering</del> or <u>related field</u> .
Knowledge / Abilities	Able to apply basic chemistry principles and theory. Prioritizes, plans, and recommends solutions for basic assignments. Approaches and plans work with limited supervision in an organized manner to meet project commitments. Demonstrates good judgment when making decisions and recommendations. Frequently shows initiative and takes action proactively.