



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
300 LAKESIDE DRIVE  
OAKLAND, CA 94612



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

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MATTHEW LEVY SENIOR DIRECTOR  
SENIOR DIRECTOR

CARL HARLAND  
ASST. EXECUTIVE DIRECTOR

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**23-29-ESC**

December 20, 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 Union have concluded negotiations for newly represented Technical Procurement Specialist and Contract Specialists within the Power Generation organization. The agreed upon contract language and job descriptions are included as attachments to this agreement.

**1. Implementation Date, GWI and PWI**

All employees in Technical Procurement Specialist classifications will be included in the general ESC-PG&E contract as of the implementation date of January 1, 2024. All current incumbents will receive the 3.75% General Wage Increase (or lump sum as described below) effective January 1, 2024.

Effective upon implementation, each employee's current monthly salaried wage rate will be moved into the salary range for their respective classification; however, no employee's salaried wage shall go beyond the maximum of their respective pay range.

Employees whose current wage rate is greater than the maximum of their respective pay range shall have their current wage rate "grandfathered," (i.e., they will continue to reside outside the pay range for their classification), but they will not receive any salaried wage increases (i.e. general wage increases) until the maximum pay range for their classification surpasses their current salaried wage, at which time their salaried wage will be increased to the maximum pay range for their classification and the employee will receive all future general wage increases.

For those employees who do not receive a general wage increase due to their current hourly or salaried wage rate being greater than the maximum of their respective pay ranges, they will receive a lump sum payment equal to two (2) times the percentage increase they did not receive as a base salary increase for the given year in question. This lump sum payment is non-pensionable (both traditional and cash balance) therefore will not be considered for purposes of calculating an employee's pension.

**2. Classification Groups**

All current incumbents in Contract Specialist classifications will be placed in the Technical Procurement Specialist, Journey position and will maintain their current wage rate consistent with section 1.

All Classifications will be part of one Classification Group in the Contract, to be called “Technical Procurement Specialists.”

In addition, incumbents shall have their time in the Contract Specialist classification credited for purposes of determining progressive wage increases as described in Title 15.4(b)(2) once placed in the Technical Procurement Specialist classification group.

**3. Seniority**

Seniority shall be determined per Title 13 using each employee’s date of hire at PG&E.

**4. Short Term Incentive Plan (STIP)**

STIP target participation rate will remain at current rates: 10% for Journey, Senior, and Expert level positions. Future hires’ STIP target will be 10% for all classifications.

**5. Recognition Clause**

The parties agree to modify Title 3 of the Contract to reflect the inclusion of this group by referring to the NLRB case number as shown below and adding the next number to the list in section 3.1:

**TITLE 3. RECOGNITION  
3.1 RECOGNITION**

...

XXI. NLRB Case 20-RC-260146, July 10, 2020, Contract Administrators, Technical Procurement Specialist, Associate Technical Procurement Specialists, Senior Technical Procurement Specialists, Expert Technical Procurement Specialists, and Contract Specialists employed by the Employer in its Project Execution Contracts department within the Power Generation organization

**6. Shared Work Jurisdiction**

The parties agree that the Technical Procurement Specialists perform some job duties that are also performed by other Company classification (other ESC represented classifications and non-represented classifications) and these job duties will continue to be performed by these classifications.

This agreement is not intended to transfer work currently performed by other classifications to or from the Technical Procurement Specialists. This provision shall not be used by the Company solely to reduce bargaining unit positions.

**7. Alternative Work Schedules**

The Company and Union have discussed alternative work schedules within the Technical Procurement Specialist group. Employees currently work a 10-hour a day, four-day work week. However, employees retain the right to request a 5-day, 8-hour a day work week.

Either the Company or Union reserves the right to change incumbents to a 5-day, 8-hour a day work week by giving a sixty (60) day written notice to the other party.

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

Mr. Carl Harland

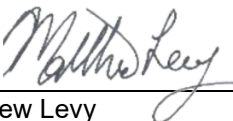
LA 23-29-ESC

The new Classification Group will be added to Exhibit A with salary ranges as shown in Attachment 1. Pre-bid codes will be established for all positions. Job descriptions (Attachment 2) will be added to Appendix 1.

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

\_\_\_\_\_, January 31st, 2024

By:   
Carl Harland  
Assistant Executive Director

**Attachment 1 – New Classification Group and Hourly/Salary Ranges 2023**

**Hourly/Salary Ranges**

<b>Classification Level</b>	<b>2023 Minimum</b>	<b>2023 Maximum</b>
Technical Procurement Specialist, Journey (50313917)	\$76,760	\$93,000
Technical Procurement Specialist, Senior (50313918)	\$90,900	\$ 111,240
Technical Procurement Specialist, Expert (50313919)	\$109,080	\$133,000