



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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ENGINEERS AND SCIENTISTS OF CALIFORNIA
LOCAL 20, IFPTE, AFL-CIO AND CLC
810 CLAY STREET
OAKLAND, CA 94607
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MATTHEW LEVY
SENIOR DIRECTOR

CARL HARLAND
ASST. EXECUTIVE DIRECTOR

24-03-ESC

March 13, 2024

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 Project Engineer positions supporting Power Generation. The Company proposes changes to the License and Certification requirements as follows:

Associate Project Engineer (50216539) currently requires successful completion of California E.I.T. examination at the time of hiring. The Company proposed to change the requirement to successful completion of the NCESFE Exam and obtain California E.I.T certification within 150 days of hiring.

Journey Project Engineer (50216538) currently requires a current and active California PE license. The Company proposes to change the requirement to allow successful candidates to obtain a California PE license within 18 months of hiring. Failure to obtain the California PE license within the 18 months will result in demotion to Associate Project Engineer. Demoted employees pay will be "red circled" per the provisions of 22.3 (d); with the exception that wage protection in no way will remain in effect more than three years beginning from their date of hire as a Project Engineer. Should the employee obtain a California PE license following demotion, they will be eligible to promote to Journey level through the normal promotional process.

The job description, attachment 1, contains underlining to indicate the changes being made in the existing job descriptions. No other changes in the job descriptions are being made pursuant to this Letter of Agreement.

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 14
_____, 2024

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 21st
_____, 2024

By: Carl E. Harland
Carl Harland
Assistant Executive Director

Attachment 1

| ASSOCIATE PROJECT ENGINEER (50216539) | |
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| Summary | <p>This Associate Level Project Engineer position is the first in a progression; the job performs tasks of limited scope under the guidance of more senior engineers and project managers. This job provides engineering, project management, and technical support to O&M staff, for small to medium capital and expense improvements to power generation and infrastructure facilities. Projects are normally discipline specific of limited to moderate complexity, and may include upgrades or replacement of turbine/generator, boiler, auxiliary equipment or minor improvements to civil water conveyance or infrastructure features. Job duties will vary by assignment. Responsibilities may include Privileged and Confidential work.</p> |
| Job Duties: | <p>Initial assignments from the tasks below will require direction and supervision; with experience the independence and responsibility will expand and the need for supervision will decrease. Jobs duties will vary by assignment and include, but are not limited to:</p> <p>Fully understands Power Gen safety program and requirements; looks for and resolves unsafe situations; models safe behavior through personal actions and design efforts; holds themselves and others accountable for safety; and contributes to Power Gen’s safety programs.</p> <p>Actively participates on a small number of Power Gen project teams as the discipline (civil, electrical, or mechanical) engineer or project manager, or in support of more experienced engineers. Coordinates project activities with other disciplines as needed.</p> <p>Provides appropriate design criteria and calculations; ensures proper checking, design reviews, approvals, and documentation.</p> <p>Investigates resources required to complete engineering and project-related tasks</p> <p>Prepares project forecast for engineering, tracks progress, updates as needed, and provides periodic updates.</p> <p>Under direction, reviews and approves project material procurement list, vendor drawings, equipment specification updates, and engineering material requests.</p> <p>Under direction, provides construction support and evaluates and makes recommendations to resolve field construction problems. Supports start-up tests and field inspections as assigned.</p> <p>Procures long-lead time material for assigned projects, working with more experienced engineers and project managers.</p> |

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| | <ul style="list-style-type: none"> • Ensures all drawings affected by design changes are updated in a timely manner to reflect as-built conditions. Ensures field design changes are properly managed. • With the support from supervisors and more experienced engineers and project managers, provides technical direction/oversight to consultants and contractors. • Provides technical direction to Design Engineers and Drafters; ensures quality checking of all work; engineer may perform duties of Design Engineers as needed for training and delivery on project commitments. • Provides and/or works with more experienced engineers and project managers to provide technical assessments and/or project management services for operating and/or maintenance problems, where needed. • In emergencies, promptly responds to facility failures to support assessment and corrective actions • Supports O&M by serving as the “on-call supervisor” on a periodic basis. • Supports more experienced engineers and project managers and/or provides traditional project management services for small to medium projects, including: <ul style="list-style-type: none"> ○ Develops and defines, documents, freezes, and obtains stakeholder concurrence of project scope and objectives ○ Establishes and leads project team with agreed-upon roles and responsibilities ○ Obtains commitment on detailed work plans including schedule, cost, resource, contingency and communication plans ○ Obtains management approval as needed and is responsible for on-going project tracking, analysis and resolution of project cost, scope, resource and schedule issues ○ Ensures project documentation is maintained ○ Collaboratively with supervisor, prepares, evaluates and negotiates contracts and proposals from consultants, equipment vendors, and construction firms, and manages resulting work. ○ Communicates project status on a regular basis to all stakeholders ○ Assures implementation of applicable quality standards • Some job duties overlap with the Project Management classifications. • Other duties as assigned as related to Engineering and Project Management |
| <p>Scope</p> | <p>Manages multiple routine to moderately complex issues and projects and resolves problems of limited scope and/or supports more experienced engineers and/or project managers on more complex and large scope projects. Assignments typically require application of standard solutions, but may include a moderate level of innovation. Under general direction, independently plans & manages work to meet commitments and assigned objectives. Progress reviewed periodically for technical accuracy & adequacy throughout process.</p> |
| <p>Interaction</p> | <p>External contacts typically involve oversight by more experienced engineers and/or project managers and include directing project-related work and contract administration with contractors; and providing information and conducting limited discussions with external stakeholders.</p> <p>Internal contacts are primarily with Power Gen personnel, including O&M</p> |

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| | clients and project team members, and PG&E internal services organizations. |
| Job Qualifications: | |
| Education | A 4-year BS Degree in Engineering from an accredited curriculum in the US or the equivalent from outside the US is required. |
| Licenses / Certifications | Successful completion of the NCES FE Exam and submission of documentation to obtain California EIT certification within 150 days of hiring. Current and active California PE license desired. |
| Experience | At least 18 months of engineering and/or project management experience and demonstrated performance in related industry; or demonstrated skill development and performance in Power Gen's EIT program, or completion of PG&E's college new hire program |
| Knowledge /Abilities | <ul style="list-style-type: none"> • Able to apply basic engineering and/or project management principles and theory. • Demonstrated ability to identify information needed to solve a problem; gather and organize information in systematic manner; develop simple analysis and/or support more complex analysis by more experienced engineers; prepare basic reports and displays of data logically and according to established standards and guidelines. • Has basic understanding of utility industry, general knowledge of design requirements and industry standards, and proven ability to develop simple designs and specifications. • Able to provide technical and/or project oversight and direction to consultants, suppliers, and construction firms to meet routine to moderately complex project needs; understands contracting principals and options; able to contribute to the favorable negotiation and resolution of contract disputes. • Able to function as a project manager on projects with limited or routine scope and/or supports more experienced project managers on larger or more complex projects; has good understanding of project management concepts, principals, and practices; able to provide clear and effective leadership to project team; able to develop scopes, schedules, cost plans and obtain job authorizations; able to coordinate team activities and analyze, manage, and communicate project progress on simple projects or in support of more complex projects. • Ability to combine technical & business judgment in applying engineering and project management principles and techniques to determine cost effective and practical solutions. • Understands PG&E's basic financial and business policies & practices and tools, and able to apply appropriately to the cost estimating, economic analysis, justification, and approval of routine moderately complex projects. • Strong communication and analytical skills; effectively communicates orally and in writing; able to present basic information in informal and formal group settings; able to facilitate project team meetings. • Able to build consensus with team members and contractors around basic |

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| | <p>project and technical issues that involve limited controversy.</p> <ul style="list-style-type: none">• Approaches and plans work in an organized manner to meet project commitments.• Demonstrates good judgment when making decisions and recommendations, including solicitation of guidance from experienced personnel.• Frequently shows initiative and takes action proactively.• Works with more experienced engineers and project managers to further their own development.• Proactively evolves engineering and project management skills and knowledge through industry associations & conferences, technical workshops, trade publications, and additional formal education.• Proficient business computer skills such as Microsoft Office Suite Programs (Emphasis on Excel, Word, and MS Project). |
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| JOURNEY PROJECT ENGINEER (50216538) | |
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| Summary | <p>This is a journey-level Project Engineer job that requires mastery of the Associate level Project Engineer skills and duties and provides complete engineering & design, project management, and technical support to O&M staff for a wide range of moderately complex issues and multiple medium to large capital and expense improvements to power generation and infrastructure facilities. The position requires a comprehensive knowledge of job functions and proficiency in applying sound engineering and project management principals; recognition as a professionally licensed engineer; a working knowledge of industry practices, standards, and equipment; ability to develop and implement all aspects of multiple assigned projects; use of independent judgment; enhanced verbal and written communication skills; and ability to work with minimal supervision. Job duties will vary by assignment.</p> <p>Responsibilities may include Privileged and Confidential work.</p> |
| Job Duties: | <p>Performs functions of Associate level Project Engineer, but for more complex and higher profile projects. Jobs duties will vary by assignment. In addition, job duties include, but are not limited to:</p> <ul style="list-style-type: none"> • Leads design and/or project management efforts for moderately complex generation projects that can be discipline specific, multi-discipline, or programmatic in nature. • Provides broad and in-depth technical support to O&M as needed including incident investigation and development of corrective actions. • Proactively controls scope, schedule, cost, and quality of designs and projects throughout project life cycle; including coordinating related activities of all project internal & external stakeholders. • Performs and/or reviews engineering analyses and studies, detailed scope, viable alternatives, conceptual designs, and recommended fixes to ensure safe/reliable operation of generation assets. • Collaboratively with supervisor and Project Manager, solicits, prepares, and evaluates contracts and proposals, including EPC from engineering and/or project management consultants, equipment vendors, and construction firms, and directs resulting work. Reviews consultant contracts for technical compliance. • Interprets and applies applicable codes and regulations. • Approves and stamps technical reports, specifications, new drawings, and revisions to existing drawings for projects. • Works with supervisors and others to represent PG&E to internal and external organizations as required • Identifies gaps between current business practices and stated objectives and provides recommendations for process improvements to address gaps. • Other job duties as assigned as related to Engineering and Project Management. |

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| Scope | Manages multiple moderately complex issues and projects and resolves problems of moderate scope. Supports more experienced engineers and project managers on more complex and large scope projects. Assignments can require standard solutions, but may include a moderate level of innovation. Under limited general direction, independently plans work to meet assigned objectives; progress is reviewed periodically for technical accuracy and adequacy in process and upon completion. |
| Interaction | External contacts primarily include directing project-related work and contract administration with contractors and vendors; and providing information, conducting limited discussions, and obtaining approvals from regulatory agencies. Internal contacts are primarily with Power Gen personnel, including O&M clients and project team members, and PG&E internal services organizations and typically include directing project-related work, discussing and reporting progress, exchanging and coordinating information, managing meetings and providing appropriate documentation. May partner with internal or external stakeholders to solve problems or explore alternative solutions. |
| Job Qualifications: | |
| Education | A 4-year BS Degree in Engineering from an accredited curriculum in the US or the equivalent from outside the US is required. |
| Licenses / Certifications | Must obtain a California PE license within 18 months of hiring. Failure to obtain the California PE license within the 18 months will result in demotion to the Associate level. Once the CA PE license is obtained, the employee will be eligible to promote through the normal promotional process. ProjectManagement Certification strongly desired. |
| Experience | Mastery of the Associate level Project Engineer job duties and demonstrated leadership, knowledge, and ability to perform the job duties of the Journey level Project Engineer. Meets specific technical requirements gained through a minimum of three years of cumulative experience in project engineering, design, and construction. |

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| <p>Knowledge / Abilities</p> | <ul style="list-style-type: none"> • Demonstrates knowledge and abilities required for the Associate level Project Engineer and also: • Able to manage and complete several projects concurrently, depending on scope and complexity. • Able to stamp and/or certify engineering drawings and documents. • Has demonstrated a broad and in-depth knowledge of engineering and project management concepts, principals, practices, and design requirements for generation assets; ability to develop moderately complex design changes, project scopes, and project implementation plans; and provide more in-depth investigation & analysis support to O&M. • Has a working knowledge of power generation industry including understanding of design, construction, and/or operation of rotating machines, and experience interpreting applicable codes, standards, regulations, and practices. • Demonstrate informed judgment when making decisions and recommendations and use of technical & business judgment in applying engineering and project management principles and techniques to determine cost effective and practical solutions. • Able to function as a journey level project manager on projects with moderate scope and/or support more experienced project managers on larger or more complex projects. • Track record of building consensus around moderately complex and controversial project issues and successfully persuading others to act on agreements reached; able to build upon foundation of technical and business knowledge to shape the opinions of others. • Able to provide clear and effective technical direction and guidance to less experienced engineers, project managers, drafters, and analysts, and to provide training to these and other groups as needed. • Able to independently provide technical and/or project oversight and direction to consultants, suppliers, and construction firms to meet moderately complex project needs; understands contracting principals and options; able to effectively manage moderately complex contracts and to negotiate and resolve contract disputes favorably. • Track record of taking ownership of problems and their solutions. • Able to identify gaps between current business practices and stated objectives and provide recommendations for process improvements to address gaps. • Track record of working with senior engineers and project managers to further his or her own professional development. • Proactively evolves engineering and project management skills and knowledge through industry associations & conferences, technical workshops, trade publications, and additional formal education. |
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