



**Pacific Gas and  
Electric Company™**

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

---

MATTHEW LEVY SENIOR DIRECTOR  
SENIOR DIRECTOR

CARL HARLAND  
ASSISTANT EXECUTIVE DIRECTOR

---

**24-08-ESC**

May 14, 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 parties have discussed the administration of the Associate Distribution (ADE) Examination process and how to incorporate different testing methods, including electronic methods. In an effort to transition to a fully electronic exam, PG&E and ESC Local 20 have agreed to the following changes for the 2024 Electric and Gas ADE exam:

1. The Association Distribution Engineer Exam will be administered the fourth week of May in accordance with LOA 23-25.
2. The Company will develop and administer the examination in two parts. One portion will be written, consistent with prior years' examination, and another portion will be electronically based.
3. The Company will meet with the Union to review the exam prior to the test administration. This may also include the ability for the Union appoint Subject Matter Experts (SMEs) to preview the functionality of the new testing format and to review the exam content. Reviewers are required to maintain confidentiality regarding the exam contents.
4. Employees taking the examination will need to select and attempt enough examination problems from both the written and electronic portions of the examination to obtain a passing score for each section. The passing score by topic, will be made available to employees by the second week in June.
5. For the electronic portions of the examination, test takers will be provided a report that identifies any deficiencies following the examination. The graded written portion of the examination will be returned to the employee.
6. The Company will review the results for both the written and electronic parts with the Union prior to releasing the examination results. Examination questions which proved to be unclear, lacking sufficient information necessary to complete the examination

question or have any other irregularity, may be discarded from the examination and a new base passing score established. Such revision of the base passing score shall not act as a detriment to any individual employee.

7. All other provisions of Exhibit D will remain the same during this one-time process.

A Joint Oversight Committee will be established and will begin work immediately to ensure the provisions this agreement are implemented in May 2024. Any issues that arise throughout the testing process related to this agreement will be addressed as soon as practicable. Should an issue related to this agreement not be resolved after 45 days, then the provisions of the grievance procedure shall apply. The Committee will consist of one Labor Relations Representative, one ESC Local 20 staff member, and up to a total of three committee members for each party. Human Resources and Company testing staff may also attend as required.

If you agree, please so indicate in the space 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

\_\_\_\_\_, May 14th, 2024

By:   
Carl Harland  
Assistant Executive Director