Pacific Gas and Electric Company

Matthew Levy
Principal Negotiator
Labor Relations

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15-06-ESC

March 24, 2015

Joshua Sperry, Senior Union Representative
Engineers and Scientists of California, Local 20
IFPTE (AFL-CIO & CLC)
810 Clay Street
Oakland, CA 94607

Dear Mr. Sperry:

The Company and Union have concluded negotiations for newly represented employees in the Electric Transmission Operations Engineering department. The agreed upon contract language and job descriptions are included as attachments to this agreement.

Implementation Date

The employees in the Electric Transmission Operations Engineering department will be included in the general ESC-PG&E contract as of the implementation date of April 1, 2015. Suggest we add a list of employees as attachment

Seniority

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

Advancement upon Implementation

Employees meeting the qualifications for review for promotion to a higher classification by an interview panel under section A of Attachment 1 shall be reviewed as soon as possible upon implementation, and if approved the promotion shall be retroactive to the implementation date.

Recognition Clause

The parties agree to modify Title 3 of the Contract to reflect the inclusion of these groups by referring to the NLRB case numbers as shown below:

TITLE 3. RECOGNITION

3.1 RECOGNITION

For the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment, the Company recognizes the Union, certified by the National Labor Relations Board in Case 20-RC-1502, May 21, 1952, 20-RC-17430, September 10, 1998, Case No 20-RC-17980, October 19, 2004, Case 31-RC-8684 , April 1, 2008 Case 20-RD-2460, Case 20-RD-2452, Case 20-RD-2451, Case 20-RC-18326 (February 2, 2011), Case 20-RC-18355 (June 20, 2011), Case 20-RC-62482 (Oct 11, 2011), **Case 20-RC-123231** and for each other group for which recognition was granted pursuant to the majority authorization provisions of the Neutrality Agreement in effect from November 19, 2005 to December 31, 2008, as the exclusive representative of employees in the classifications which are enumerated in Exhibit A, which is attached hereto and made a part hereof. (Amended ~~1/1/09,~~ **4/1/2015**)

Exhibit A, Exhibit D, Appendix 1 and Section 21.15

All classifications will be added to Exhibit A as shown in Attachment 2. Pre-bid codes will be established for all positions. Classification-specific working conditions will be added to Exhibit D and job descriptions will be added to Appendix 1. This classification group will be included in the list of classifications in Section 21.15 as shown below, in order to reflect the fact that it will be covered by the terms of Sections 21.16, 21.17 and 21.18 except as otherwise noted:

21.15 FILLING MONTHLY POSITIONS (Sections 21.15 through 21.18 Added 1/1/12)

The following provisions of Sections 21.16, 21.17 and 21.18 are applicable to the classifications and lines of progression for the classification groupings Project Engineers, Protection Engineers, Lifecycle Engineers, Electric Standards Engineers, Project Managers/Project Controls Analysts, M&C Engineers, Power Generation, Environmental Services/Remediation, Telecommunication Engineers, Distribution Outage Coordinators, DCPP Engineering/QV, and DCPP Professionals **and Transmission Operations Engineers**. The provisions of 21.16, 21.17 and 21.18 will not supersede any specific language governing advancement or filling of vacancies in the applicable section of Exhibit D.

The Company has the right to reject the bid of any employee who does not possess the ability to perform the duties of the classification.

Performance Standards

The language included in Attachment 1.C is intended to match the "performance standards" language of other monthly classification groups. The Union and Company agree that this language is superseded by LOA 14-08 and would not go into effect, unless the pilot program in 14-08 is not extended and the parties revert to the previous method of negotiating changes to performance standards.

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 & ELECTRIC COMPANY

By: _____
Matthew Levy
Principal Negotiator

The Union is in agreement.

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

3/31, 2015

By: _____
Joshua Sperry
Sr. Union Representative

Attachment 1: additions to Exhibit D

TRANSMISSION OPERATIONS ENGINEERING

A. Job Bidding, Promotion and Transfer

A selection board comprised of two management and two union appointed employees will interview all interested and qualified employees using jointly-developed job qualifications and interview questions, both for open positions and for advancement between career stages.

Advancement from Associate to Journey level and Journey to Senior level

Associate Transmission Operations Engineers reaching 3 years of Transmission Operations experience will be reviewed by the board to determine if they are qualified to advance to Journey Transmission Operations Engineer; Journey Transmission Operations Engineers reaching 8 years of Transmission Operations experience will be reviewed by the board to determine if they are qualified to advance to Senior Transmission Operations Engineer.

If the board determines that the candidate is qualified, the candidate will advance to the next career stage. If the board determines that the candidate is not qualified to advance, the supervisor will develop and provide a program of training and mentoring to assist the candidate in meeting the qualifications for the position. The candidate shall have the right to re-apply to the board after a minimum of 6 months. If the board again determines that the candidate is not qualified to advance, he/she shall have the right to re-apply after 12 months and every 12 months thereafter.

Vacancies for Associate, Journey and Senior Transmission Operations Engineer

When vacancies occur at the level of Associate, Journey or Senior Engineer, the selection board will interview all interested and qualified employees, using jointly-developed job qualifications and interview questions. The selection board shall evaluate the candidates against the selection criteria to determine who is most qualified. Only ESC represented titles will be considered for alternate vacancies for Associate, Journey, or Senior Engineer. If the selection board determines that the interested ESC parties are not qualified for the position, additional candidates from within and outside the unit may be considered.

For the remaining vacancies in these classifications, the Company may add candidates for consideration. In either case, applicants must meet minimum qualifications in order to be considered by the selection board.

Vacancies for Senior Consulting Transmission Operations Engineer

When vacancies occur at the level of Senior Consulting Engineer, the selection panel will first consider only qualified Senior Transmission Operations Engineers covered by this agreement. If no Senior Engineers apply, or the panel rejects all Senior Engineer applicants, the panel may consider other candidates.

B. Senior Advising Engineer

When considering candidates for Senior Consulting Engineer vacancies, the selection committee may elect to fill a Senior Advising Engineer position if the best qualified candidate does not possess an active California Professional Engineer registration. The duties and pay range will be the same for Senior Advising and Senior Consulting Engineers. If the Company elects to fill vacancies, the Company shall determine if creating a Senior Advising Engineer position is appropriate and will notify the selection committee.

C. Performance Standards

Employees shall continue to be covered by the current performance appraisal/development process. The performance appraisal form may be modified by Company from time to time, but significant and or substantive changes to the standards used must first be bargained with the Union.

D. Professional Membership and Training

The company shall pay for basic national membership and one local chapter membership in the appropriate professional association for each employee.

Reimbursement of professional registration (PE) license fees shall be as follows: Company shall reimburse employees for the first PE exam, but not for second and later exams. Company shall reimburse PE registration renewal fees. PE review courses shall be attended on the employee's time; reimbursement of tuition from eligible programs will continue to be covered under the Tuition Refund Program.

Based on the employee's approved developmental plan, Company shall reimburse for reasonable costs incurred attending conferences or training specific to the Transmission Operations discipline, such as vendor training. Employees will not be paid for additional time beyond normal work hours to attend training or conferences; however, the time spent traveling to or from training may be considered as time worked under the provisions of Title 7 Hours as provided in this letter agreement. Programs reimbursed by the Tuition Refund program are not eligible for Additional Time Worked compensation.

Company shall meet with the union annually to discuss the training opportunities, developmental plans, and the distribution of the program among the employees.

E. Additional Time Worked

Exempt employees will be eligible for compensation at the straight-time rate of pay for work beyond normal work schedules, subject to the conditions contained below:

1) Employee receives prior authorization from a supervisor, manager or director within the department to work beyond normal daily work schedule or on a non-workday to meet critical work requirements, including time worked by telecommuting or remote access or on Regular Days Off associated with Alternative Work Schedules.

2) Employee works at least two hours beyond the normal daily work schedule, or works on a non-workday. On normal workdays, only the time beyond the initial two hours beyond the normal work schedule will be compensated. On non-workdays, all time worked will be compensated

3) Employee is not eligible for any other type of special incentive to offset additional time worked.

F. Two-hour minimum callout for Transmission Operations Engineers

When employees are required to report for work on workdays outside of their regular work hours, they shall be paid at the straight-time rate of pay for not less than two hours including any travel time, provided, however, that if they continue to work into or beyond regular work hours, they shall be paid additional compensation only for travel time from their homes and for actual work time up to regular hours. When employees are required to report for work on non-workdays or on holidays, they shall be paid at the straight-time rate of pay for not less than two hours including any travel time.
Such reporting may include telephone, remote computer access, and other methods of response; however incidental phone calls of less than 5 minutes will not be considered a callout

G. "ETEC" duty

1. This section is intended to apply to "physical ETEC" activation. During "Virtual ETEC" activation TOE's will continue to respond to emergencies as they usually do. There are no additional specific Transmission Operations Engineer (TOE) duties associated with "Virtual ETEC."

2.

   a. As far in advance as practicable prior to ETEC activation, the Company will solicit appropriate and qualified TOE volunteers.
   b. After soliciting volunteers the Company will send out a schedule providing staffing in shifts not to exceed 12 hours. The company will establish the schedule using the preferences of the

volunteers as much as possible, but if there are not enough volunteers then the Company may assign shifts to TOE's who did not volunteer.

c. If a TOE has an issue with a particular ETEC shift assignment, the TOE may make arrangements to swap with another TOE and report changes to their supervisor.
d. If employees have hardships that would prevent them from fulfilling ETEC responsibilities and are unable to find a swap, they should request removal from the ETEC schedule. Reasonable requests pursuant to bona fide hardships will not be unreasonably denied.

3. Employees shall be eligible for compensation at the straight time rate of pay for all ETEC duties performed outside of regular work hours, including associated travel time in accordance with section 7.6(b).

4. Workload expectations will be adjusted if there is a call-in.

5. The parties agree to establish a joint process improvement initiative to review the staffing and other workflow functions of the ETEC with respect to the Transmission Operations Engineers.

6. "ETEC P&I Chief" duty is agreed to be an exclusive management function.

H. Work Jurisdiction and Principal Engineers

The amount of bargaining unit work performed by Supervisors will be no more than 1.5 FTE's, and no supervisor will spend more than 50% of their total work time on bargaining unit work. There is one present incumbent Principal Engineer who is a supervisor. When this individual vacates this position, it will be converted to a Supervisor position. Any future Principal Engineer positions created in Transmission Operations will be bargaining unit positions and the Company will negotiate salary range and job description with the Union.

Attachment 2: 2015 Salary Ranges

	Min	Max	Min	Max
TRANSMISSION OPERATIONS	**Monthly Rates**		**Annual Equivalent**	
Transmission Operations Engineer, Associate	6,614	8,699	79,368	104,383
Transmission Operations Engineer	7,798	10,653	93,576	127,835
Transmission Operations Engineer, Senior	9,660	12,409	115,920	148,905
Transmission Operations Engineer, Senior Consulting	10,917	13,414	131,004	160,966

Attachment 3: Job Descriptions for Monthly Classifications
Transmission Operations Engineers

	Associate Transmission Operations Engineer
Summary	The Transmission Operations Engineering group provides engineering and technical support to the groups that monitor the transmission power system in real-time 24/7/365. Operations Engineers use applications including computer models of the entire PGE&E transmission system and/or interconnecting systems to run power system studies. Team members conduct research and analysis of operating problems to evaluate power system operations and make recommendations to the dispatchers and grid operators. Operations Engineers utilize their understanding of power systems to partner with and support Transmission Planning, Transmission Outage Planning, System Protection, Substation Engineering, & Substation Asset Strategy to ensure system reliability. Team members maintain relationships with counterparts at the California Independent System Operator (CAISO), WECC, PeakRC and other external entities in order to review procedures, make recommendations, coordinate operations, and ensure safe and reliable operations of the transmission power system. Engineers may be focused in any of the following areas: regional service areas, 500kv, compliance, and/or special projects to improve the transmission system. This is an entry-level Engineer job that works under the general technical direction of more experienced engineers. This position trains in all job duties and requires a high level of training, direction and review of work.
Job Duties	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. 1. Investigates/analyzes assigned technical issues, with supervision of method, progress, and resources. 2. Assists other engineers, project teams, and supervision by developing, compiling, and providing technical data. 3. Applies basic engineering principles and scientific theory. 4. Prioritizes, plans, and recommends solutions.
Scope	Resolves problems of limited scope. Assignments typically require standard solutions. Assignments are regularly reviewed.
Interaction	Internal contacts include System Dispatchers, Transmission Operators, System Protection, Asset Strategy, EMS Engineering, Transmission Planning and others.
Knowledge / Abilities	1. General knowledge of electricity. 2. Effective communication, both written and spoken. 3. Knowledge of power systems, power flow analysis, power system theory, power system stability
Job Qualifications:	
Education	A 4-year BS Degree in Electrical Engineering or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US.
Licenses / Certifications	Current and active California EIT Certificate desired.
Experience	1-2 years experience in engineering desired.

	(journey) Transmission Operations Engineer
Summary	The Transmission Operations Engineering group provides engineering and technical support to the groups that monitor the transmission power system in real-time 24/7/365. Operations Engineers use applications including computer models of the entire PGE&E transmission system and/or interconnecting systems to run power system studies. Team members conduct research and analysis of operating problems to evaluate power system operations and make recommendations to the dispatchers and grid operators. Operations Engineers utilize their understanding of power systems to partner with and support Transmission Planning, Transmission Outage Planning, System Protection, Substation Engineering, & Substation Asset Strategy to ensure system reliability. Team members maintain relationships with

	counterparts at the California Independent System Operator (CAISO), WECC, PeakRC and other external entities in order to review procedures, make recommendations, coordinate operations, and ensure safe and reliable operations of the transmission power system. Engineers may be focused in any of the following areas: regional service areas, 500kv, compliance, and/or special projects to improve the transmission system. This is a journey-level engineer job that requires executing routine operations engineering duties with minimal assistance This position requires a moderate level of training, direction and review of work from more senior engineers and peers.
Job Duties	May perform all of the duties of the Associate Transmission Operations Engineer and in addition: 1. Provides timely and accurate engineering analysis, contingency analysis and clearance support, operating procedures and instructions, power flow studies, and other technical support concerning operation of the electric system to internal and external partners. 2. Works with limited supervision and guidance, both independently and/or as a member of a team. 3. Uses independent judgment in applying engineering principles and techniques to determine cost effective and practical solutions. 4. Provides guidance and support on compliance with industry standards (e.g. NERC, WECC, Peak RC) to operations personnel and may develop compliance programs. 5. May provide technical training to operations personnel. 6. Participates in post-event analysis as needed.
Scope	Resolves problems of moderate scope and complexity. Assignments typically require standard solutions. Under general direction, independently plans work to meet assigned objectives; progress is reviewed periodically for technical accuracy and adequacy in process and upon completion.
Interaction	Internal contacts include System Dispatchers, Transmission Operators, System Protection, Asset Strategy, EMS Engineering, Transmission Planning and others.
Knowledge / Abilities	1. Knowledge of power systems, power flow analysis, power system theory, power system stability, and Transmission Planning. 2. Effective communication, both written and spoken. 3. Knowledge of applicable engineering principles, codes, regulations, policies, and procedures related to the industry and PG&E. 4. General understanding of related engineering disciplines (e.g. System Protection, Transmission Planning, Substation Design)
Job Qualifications:	
Education	A 4-year BS Degree in Electrical Engineering or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US.
Licenses / Certifications	Current and active California PE license desired
Experience	Mastery of the Associate Transmission Operations Engineer job duties and demonstrated knowledge and ability to perform the basic duties of the journey Transmission Operations Engineer. Meets specific technical requirements gained through a minimum of three years of cumulative experience in the field of operations engineering.

	Senior Transmission Operations Engineer
Summary	The Transmission Operations Engineering group provides engineering and technical support to the groups that monitor the transmission power system in real-time 24/7/365. Operations Engineers use applications including computer models of the entire PGE&E transmission system and/or interconnecting systems to run power system studies. Team members conduct research and analysis of operating problems to evaluate power system operations and make recommendations to the dispatchers and grid operators. Operations Engineers utilize their understanding of power systems to partner with and support Transmission Planning, Transmission Outage Planning, System Protection, Substation Engineering, & Substation Asset Strategy to ensure system reliability. Team members maintain relationships with counterparts at the California Independent System Operator (CAISO), WECC, PeakRC and other external entities in order to review procedures, make recommendations, coordinate

	operations, and ensure safe and reliable operations of the transmission power system. Engineers may be focused in any of the following areas: regional service areas, 500kv, compliance, and/or special projects to improve the transmission system. This is a senior-level engineer job that requires mastery of the journey engineer job duties and is responsible for complex system operations engineering duties. This position requires a low level of training, direction and review of work from more senior engineers and peers.
Job Duties	May perform all of the duties of the journey Transmission Operations Engineer and in addition: 1. Prepares special studies, reports and analysis (including computer system development projects and other advanced analysis methods) to allow more comprehensive evaluation of the operational performance of the power system. 2. Works with limited guidance to complete assignments of broad scope and complexity with few precedents or standards, and assignments that require integration of information from a variety of sources. 3. Applies extensive knowledge of concepts, principles, and practices in power systems engineering to resolve complex problems. 4. Provides leadership, direction, and assistance to technical employees and teams. Coaches and develops others. 5. Provides advanced guidance and support on compliance with industry standards (e.g. NERC, WECC, Peak RC) to operations personnel and develops compliance programs. Participates in development of PG&E standards, procedures and bulletins.
Scope	Resolves problems of complex scope. Assignments may provide an opportunity for creative or non-standard approaches. Under general direction, independently plans work to meet assigned general objectives. Work may be reviewed upon completion; solution may provide an opportunity for creative/non-standard approaches.
Interaction	Internal contacts include System Dispatchers, Transmission Operators, System Protection, Asset Strategy, EMS Engineering, Transmission Planning and others. External contacts include representatives from CAISO, WECC, Peak RC, neighboring entities and other industry organizations.
Knowledge / Abilities	1. Knowledge of power systems, power flow analysis, power system theory, power system stability, and transmission planning. 2. Effective communication, both written and spoken. 3. Ability to act as a project lead. 4. Knowledge of applicable engineering principles, codes, regulations, policies, and procedures related to the industry and PG&E.
Job Qualifications:	
Education	A 4-year BS Degree in Electrical Engineering or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US.
Licenses / Certifications	Current and active California PE license desired
Experience	Mastery of the journey Transmission Operations Engineer job duties and demonstrated knowledge and ability to perform the basic duties of the Senior Transmission Operations Engineer. Meets specific technical requirements gained through a minimum of eight years of cumulative experience in the field of operations engineering.

	Senior Consulting Transmission Operations Engineer
Summary	The Transmission Operations Engineering group provides engineering and technical support to the groups that monitor the transmission power system in real-time 24/7/365. Operations Engineers use applications including computer models of the entire PGE&E transmission system and/or interconnecting systems to run power system studies. Team members conduct research and analysis of operating problems to evaluate power system operations and make recommendations to the dispatchers and grid operators. Operations Engineers utilize their understanding of power systems to partner with and support Transmission Planning, Transmission Outage Planning, System Protection, Substation Engineering, & Substation Asset Strategy to ensure system reliability. Team members maintain relationships with counterparts at the California Independent System Operator (CAISO), WECC, PeakRC and other external entities in order to review procedures, make recommendations, coordinate

	operations, and ensure safe and reliable operations of the transmission power system. Engineers may be focused in any of the following areas: regional service areas, 500kv, compliance, and/or special projects to improve the transmission system. This is a Senior Consulting level transmission operations engineer position that requires mastery of the Senior Engineer job duties. The engineer at this level a recognized expert within transmission operations engineering, and applies extensive operations engineering knowledge to resolve complex problems with only general direction. Researches and identifies practical solutions to highly complex problems. Provides technical leadership and coaching.
Job Duties	May perform all of the duties of the Senior Transmission Operations Engineer and in addition: 1. Independently completes assignments of broad scope and complexity with few precedents or standards, and assignments that require integration of information from a variety of sources. 2. Identifies and implements opportunities to improve company performance via power system performance and related operations. 3. Searches for and discovers practical solutions to highly complex problems. 4. Represents PG&E in developing and authoring industry codes, regulations and/or national standards.
Scope	Resolves problems of complex scope. Serves as a key technical resource within transmission operations engineering. Regularly expected to apply creativity or new approaches to assignments that may be unique. May receive technical guidance from Principal engineers. May lead others on technically complex projects. Under general direction of supervisor, plans work to meet general objectives. Work may be reviewed upon completion; solution often provides an opportunity for creative/non-standard approaches.
Interaction	Internal contacts include System Dispatchers, Transmission Operators, System Protection, Asset Strategy, EMS Engineering, Transmission Planning and others. External contacts include representatives from CAISO, WECC, Peak RC, neighboring entities and other industry organizations.
Knowledge / Abilities	1. Knowledge of power systems, power flow analysis, power system theory, power system stability, and transmission planning. 2. Effective communication, both written and spoken. 3. Ability to act as a project lead. 4. Technical coaching and mentoring skills. 5. Knowledge of applicable engineering principles, codes, regulations, policies, and procedures related to the industry and PG&E.
Job Qualifications:	
Education	A 4-year BS Degree in Electrical Engineering or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US.
Licenses / Certifications	Current and active California PE license desired
Experience	Mastery of the Senior Transmission Operations Engineer job duties and demonstrated knowledge and ability to perform the basic duties of the Senior Consulting Transmission Operations Engineer. Meets specific technical requirements gained through a minimum of thirteen years of cumulative experience in the field of operations engineering.