Pacific Gas and Electric Company

Eric Bachman
Principal Negotiator
Labor Relations

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15-24-ESC

October 1, 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,

LOA 13-02-R1 ("Business Transformation," originally called LOA 06-08) stated the following:

> The Company and Union acknowledge that the GIS database is a key component of asset management and work in and on the GIS system is shared jurisdiction and will continue to be performed by non-unit employees.

In the 2012-14 contract cover letter item 16, the Union and the Company agreed to clarify this "shared jurisdiction":

> Company and Union will establish a joint Enterprise GIS Development ad-hoc committee. The purpose of the committee will be to define the role of the ESC-represented GIS professionals in the Company's Enterprise GIS. Gas and Electric may be separate committees at the Company's choice.

The GIS Development ad-hoc committee met several times during 2013-14 and has reached agreement on how to clarify the jurisdiction. The parties agree to add the following language and chart to Exhibit D.IV.9 of the Contract as a new subsection H:

H. GIS Development Work Jurisdiction (added 1/2014)

The Company and Union acknowledge that the GIS database is a key component of asset management and work in and on the GIS system is shared jurisdiction and will continue to be performed by non-unit employees.

The definition of "Shared GIS Jurisdiction" is that GIS activities take place both within GIS Analytics group and IT, but the key difference is the location of the work. Work inside the Enterprise GIS systems presumes certain high levels of scope, risk, lifetime, and size of user group as outlined in the matrix below. This work falls under IT and other non-union Business Technical Specialists in GIS.

Work in GIS systems outside the Enterprise presumes the work is analytical in nature and intended to support task-oriented needs. This work falls under GIS Analytics. This also presumes that the GIS Analytics group will have access to an analytic environment and have the ability to maintain and manage data, write programs, schedule tasks, create services and perform other functions within the analytic environment. Analytics group will also have access to a copy of enterprise data updated at the appropriate interval.

Definition of "Enterprise GIS": GIS systems running in PG&E's production environment that automatically interface with other systems that involve large workforces and programs, whose sphere of influence is large enough that it exposes the company to risk in areas like SOX, CPUC, FERC, NERC, Control Center Operations, legal, regulatory, compliance, financial, etc., at leadership levels.

Definition of "Non-Enterprise GIS": GIS systems outside of the interconnected Enterprise that can derive useful and effective outputs for clients or projects, whose sphere of influence is individuals, client workgroups or large projects. If the work involves financial or legal risk it is on a scale that the receiving client is willing to assume on behalf of the company.

Additional Clarifications

A. The GIS Analytics group may perform some functions of the Enterprise GIS if specifically requested by the client groups on an exception basis and approved by IT.
B. Existing tools currently maintained by the GIS Analytics group (such as MapGuide) will continue to be maintained by this group. When a tool developed by the GIS Analytics group changes from Non-Enterprise to Enterprise usage, the Company will assign non-union personnel to support the maintenance of the tool and will collaborate with the GIS Analysts on prototyping, developing, and testing for the tool. Enhancements will be prototyped in a sandbox environment
C. The GIS Analytics group will supply Enterprise-level data and web tools for all "non-asset spatial data," including flood zones, habitat conservation plan areas, snow loading zones, wildfire risk areas, corrosion zones, PG&E internal jurisdictional boundaries, etc.
D. Gas Operations Integrity Management, Engineering, and Support personnel perform analytics on asset and non-asset spatial data related to Transmission and Distribution pipelines for the purposes of supporting the Transmission and Distribution Integrity Management Plans, related safety and compliance goals, engineering decisions, investigations, mitigation, and quality reviews of contractor/employee field work. It is not the intent of this LOA to change the status quo.

The definitions of Enterprise and Non-Enterprise above govern the application of the chart below:

	Item	**Non-Union Enterprise**	**GIS Analysts (ESC) Non-Enterprise (except Land Base)**
1	Responsible for all operations of the GIS system of record for electric & gas asset data (including database, editing tools and enterprise web viewers)	Yes	No Downstream user of "lite" version of the asset data. Loads snapshots/extracts of asset datasets obtained on a weekly (or other) interval into GIS Analytics database for support of clients.
2	Responsibility is to maintain the enterprise asset datasets from an engineering or operational perspective	Yes	No
3	Responsibility is to provide spatial data analysis services in direct support of all PG&E departments, from a geographic perspective	No	Yes
4	Supplies data and web tools to PG&E's largest groups of asset editors (Mappers & Estimators)	Yes for asset data	No for asset data, Yes for non-asset data such as Land Base, environmental etc. or if the data or tools were specifically requested by the asset editing groups
5	up-time	24-7-365	M-F 8-5

6	Data from this system directly feeds enterprise systems like SAP or CC&B.	Yes	No, except for non-asset data that may be used enterprise-wide (such as Land Base)
7	Builds digital web maps	Yes, for enterprise asset client groups	Yes
8	Analyze the overlay and geographic interaction of multiple assets with one another and with non-asset spatial data	No	Yes
9	Programming code	Yes This group includes programmers who write and maintain code in enterprise environments (systems that connect to other systems and have legal/regulatory/compliance/financial implications).	Yes Programmers in this group write and maintain code that remains outside of enterprise software platforms.
10	Small scale non-enterprise GIS projects	No	Yes
11	Prototype non-enterprise GIS tasks quickly	No	Yes
12	Incoming GIS work requests are regularly reviewed and commonly understood across the Business and IT	Yes	Yes
13	Output formats include those that are designed for small workgroups or individual teams	No	Yes
14	Techniques include database management	Yes	Yes, but outside of enterprise database platforms.
15	Tasks and techniques include cartography, data visualization, environmental modeling, predicting risks; deriving synthesized results to support decision-making, providing alternatives assessments, performing constraints analyses and site suitability analyses, calculating spatial statistics, demonstrating "what-if" scenarios.	No	Yes

(end of contract addition)

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: _____
Eric Bachman
Principal Negotiator

The Union is in agreement.

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

11/13, 2015

By: _____
Joshua Sperry
Senior Union Representative