



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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MATTHEW LEVY
SENIOR DIRECTOR

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

JOSHUA SPERRY
SENIOR UNION REPRESENTATIVE

20-22-ESC

December 21, 2020

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 agreed to this Administrative Procedures Manual for the Distribution Estimating training program. For each newly placed Estimator, advancement to the next step requires successful completion of the Standards of Achievement as specified in the jointly agreed to Administrative Procedures Manual. The protocol for progression and failure to advance will be consistent with the specifics identified in the Administrative Procedures Manual.

This Manual replaces the previous 2010 ETP User Guide. This update integrates changes from various Letters of Agreements, Memorandum of Understandings, and other decisions since the last update in 2010.

Typographical errors, omissions or minor edits to the Administrative Procedures Manual, which have no material effect, shall be made and reported to the Estimator Training Testing Governance Committee (ETTGC).

The ETTGC has agreed that the curriculum and associated qualifications can be updated by agreed to Subject Matter Experts as needed, to ensure the program reflects current work practices and procedures. These updates will be documented and captured in an ETTGC Letter.

In accordance with Letter Agreement No. 03-35, Gas Transmission Estimating has its own training program with its own module structure

Mr. Joshua Sperry

LA 20-22-ESC
December 21, 2020

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: _____

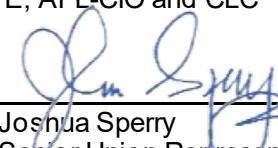
Matthew Levy
Senior Director

The Union is in agreement.

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

2/22, 2020

By: _____


Joshua Sperry
Senior Union Representative