



## PG&E EXECUTIVE BOARD MINUTES



November 16, 2010

Call to order: 1:05 PM

### **Board Members:**

President – John Mader  
Executive Vice President – Tim Brock  
Vice President G.O. – Irving Joe  
Vice President Divisions – Joel Foster Excused  
Vice President G.C. – Heather Wilson Excused  
Treasurer – Wayne Ash  
Secretary – Tom Wray  
Alt -Vice President G.O. - Bob Goff - Excused

Review Agenda

Review October meeting minutes

### **CORRESPONDENCE**

1. Hardship request – Debbie Pernes
2. Business Recommendation by Local ESC 20 to PG&E at November 5<sup>th</sup> LMM Officers Meeting
3. Thank you note from Peggy Turner

### ***I. OFFICER REPORTS***

#### **President – John Mader**

10/22 Unit Board meeting  
10/22 Conducted PG&E Annual meeting  
10/27 Pre-review Committee  
10/28 Engineering LM  
11/3 Estimating Best Practices  
11/4 Review Committee  
11/5 Labor Management PG&E Officers meeting  
10/8 Power Gen Steward call  
10/9 Area 5 Labor Management  
10/16 E&M Labor Management

I am pleased to announce that Karen Sawislak had agreed to terms (an executed and EBoard

approved employment agreement) and will be ESC Local 20's Executive Director. Karen's report date is January 1, 2010.

**Executive Vice President Divisions – Tim Brock**

**Vice President Divisions – Joel Foster**

**Vice President General Office – Irving Joe**

Oct 23rd                      Attended Annual Meeting  
Oct 28th                      Attended Electric Engineering L/M in Oakland  
Nov 3rd                      Attended Local W/L Oversight  
   a) Management imposed a mandatory vacation day on Nov 5<sup>th</sup>  
   (Meherle) Grievance filed  
  
Nov 4<sup>th</sup> – 12<sup>th</sup>              Vacation

**Vice President G.C. – Heather Wilson**

October 22- Board Meeting  
October 23- Annual Meeting.  
November 5 Officers Meeting  
Usual emails.  
Agreed to GC grievance settlement.

**Treasurer – Wayne Ash**

**10/22/2010** – Attended ESC Local 20 PG&E Unit Board Meeting in San Francisco.  
**10/23/2010** – Attended ESC Local 20 PG&E Unit Annual Meeting in San Francisco. This well attended meeting provided an opportunity to share and discuss plans and common concerns over many Union issues and the upcoming contract negotiations. Members had the pleasure of sharing several great stories and opportunity to honor one of ESC Local 20's very best, Peggy Turner.

**11/02/2010** – Attended ERR/COE Core Process Improvement Committee Meeting at Concord RMC. This committee is developing process improvements for electric transmission, substation, and distribution equipment requiring repair and will be rolling out a new process improvement scheduled for about March 2011 and to be named Critical Operating Equipment. See report below.

**11/05/2010** – Attended the ESC Engineering and Mapping Labor Management Meeting in San Francisco. John Mader, Tim Brock, Joel Foster, Heather Wilson, Tom Wray, Joshua Sperry, Bill

Robotka and Thelma Dodson from ESC Local 20 met with Geisha Williams and Bill Hayes from Energy Delivery; and with Ed Salas, Kirk Johnson, Mark Johnson and P. J. Martinez from Engineering & Operations; and with Des Bell from Shared Services; and with John Conway, Jim Becker and Randy Livingston from DCP/Generation.

**11/09/2010** – Attended ERR/COE Core Committee Process Improvement Meeting at Concord RMC.

**11/16/2010** – Attended the ESC Engineering and Mapping Labor Management Meeting in San Francisco.

**11/16/2010** – Attended ESC Local 20 PG&E Unit Board Meeting in San Francisco.

Throughout the last month I have also supported and represented members regarding grievance handling, ongoing Investigations and LIC's, member updates, PG&E Unit Board votes, mapping symbols subcommittee and Critical Operating Equipment (COE) Process Improvement.

### **Report On ERR/COE**

The ERR/COE Process Improvement Committee is developing process improvements for OH and UG distribution equipment which has previously been known as Equipment Requiring Repair or The ERR List. The committee is currently scheduled to roll out the new process improvements about March of 2011 under the new name **Critical Operating Equipment**. This new name is consistent with an elevated status (equal to normal capacity work) for the repair of broken or damaged transmission, substation and distribution equipment in order to more efficiently operate the electric delivery system. Core and subcommittee members include contributions from John Super (ADE), Mike Thibault (DE) and Wayne Ash (DE) SME's who have been working on process improvements.

At this time the company has authorized the filling four new management positions, one for each of the new areas, which are to be titled as Restoration Specialists and act as coordinators between various stakeholder groups and to see that necessary repairs or replacements are completed. During November and December members of the Core Team will be visiting Concord, Auburn, Fresno and San Jose to present a high level view of the "To Be" process and workshops for some members of the various stakeholder groups. Feedback from stakeholder groups will be requested.

An interim process is also being looked at for improving the existing reporting of data from Compliance for DE's use and the authorizing of a couple of HH estimator positions for assisting with processing of orders and Estimating where needed.

The new process is intended to get better data on the extent of damage or repairs necessary up front and should expedite repairs on significant equipment needed for operating the entire system. Distribution Engineers will see new validation screens with more complete data that should streamline decision making for making choices such as "additional testing, repair, replacement or removal" of equipment and forwarding requested work to estimating or the Restoration Specialist for coordination and completion of work, as appropriate. Work requiring capital jobs should be easier to forward to the existing estimating process which is not being changed. Transmission and Substation will have their own approvers in the process, but all three areas will essentially follow the same process. While it is still being work on, it is intended to provide support for training to all those stakeholders who are involved in the process including T-Men, DO's, DE's and Construction.

## **Vice President General Office – Alt Bob Goff**

**10/23/10** – Attended Annual Meeting at 835 Howard. Thanks to all who worked on this great event.

**11/09/10** – Attended Engineering L/M pre-meeting at DCP. Discussed agenda items for Tuesday's L/M, including ERO, O/T, pay policies, and advancement progress.

**11/09/10** – Attended planner consolidation rollout at DCP. Voiced my support for the LOA, and noted not one of the opponents had contacted me prior to the Unit Board vote on this issue.

**11/09/10** – Attended Engineering L/M at DCP. ESC informed L/R afterward that we objected to no Director being present (delegated to Manager for this meeting) and would expect that a Director or above would be present in future meetings.

## **II. Staff Reports**

### **Joshua Sperry - Excused**

10/23 – PG&E Annual Members Meeting

10/27 – Pre-Review Committee

10/28 – Engineering LM. Discussed Substation Diagrams issue at length, also hiring/interview problems with Talent Connect

10/28 – Hydro Upgrades LIC continued

11/1 – Workforce Health and Productivity Committee. Management is looking for ideas on how to encourage employees to be healthier in general. There is no easy solution.

11/2 – Arbitration (Termination, Fresno, work performance). Management is making this case take 4 days!

11/3 – met with stewards at ATS to prep for upcoming LM. Estimating Best Practices.

11/4 – Review Committee

11/5 – Officer meetings. Pat Lawicki quit. Also picket on behalf of SME at Mexican Consulate.

11/8 – met with other activists over SME support. Mostly LCLAA, although a staffer from Global Exchange was there too.

11/8 – conference call with Hydro stewards over Upgrades gvce.

11/9 – meeting on Substation Diagrams

Detailed report since I will not be attending

- Kaiser promotion: Management has told me that they are not interested in developing the Kaiser HSA prior to next general bargaining
- Hydro Upgrades gvce: good news is, 7 out of original 22 grievants have been promoted. Bad news, we withdrew 1 and management is holding very firm on the rest. They won't even promote people who are above the band of the job they would get promoted INTO. We are looking at splitting the issue and doing two arbitrations.
- Substation Diagrams: I am hopeful we can resolve this through dialog with management.

I have a meeting set up with Tom Wright (manager of Substation Planning) to address the issue, after Thanksgiving. He says he owns substation equipment and can get better adherence from construction. Obviously Irving will be there too. We should hear what their plans are, at a minimum.

- **ATS issues:** we are looking at bringing back AWS in this department. It was previously denied by ESC because management will only agree to it in certain work groups. It seems the new stewards, and the members I met with, are OK with that, so we are preparing to drop our objection and have a system where some members have it and others don't. We also discussed staffing and contracting out, but we need more evidence to persuade management that there are problems. The other issue is upgrades – currently, LOA 04-17 says Technologists who go on “expanded role” to do Engineer work don't get an upgrade. This could be cancelled, and we started discussion of 5% upgrade for Technologists doing Engineer work. There will be quarterly Labor-Management for ATS.

**Bill Robotka**

<b>Date</b>	<b>Primary activity (Location/Members/Mtg Purpose)</b>
Fri, Oct 01, 10	Comp Time Off
Sat, Oct 02, 10	
Sun, Oct 03, 10	
Mon, Oct 04, 10	Comp Time Off
Tue, Oct 05, 10	In Office
Wed, Oct 06, 10	PG&E SRO (Mtg w/ Member), So Co DHS LMC
Thu, Oct 07, 10	PG&E SRO Area 7 L-M Mtg & PG&E SRO Peer Volunteer Mtg
Fri, Oct 08, 10	PG&E Peer Volunteer Steering Comm, So Co Labor Coalition Mtg
Sat, Oct 09, 10	
Sun, Oct 10, 10	WAH PG&E SRO HR (Grievance Review), WAH, N Bay CLC Phone Bank
Mon, Oct 11, 10	Bank
Tue, Oct 12, 10	In Office (EPA Memb Mtg, KP CLS FPD Arb Mtg)
Wed, Oct 13, 10	In Office (Ex Director Interviews)
Thu, Oct 14, 10	So Co HR (Contract Negotiations) WAH (SoCo Neg Prep, PG&E Griev LIC Prep, KP CLS FPD Arb Prep)
Fri, Oct 15, 10	Prep)
Sat, Oct 16, 10	
Sun, Oct 17, 10	WAH
Mon, Oct 18, 10	WAH, Sutter SRO (Contract Issues), N Bay CLC Phone Banking
Tue, Oct 19, 10	KP SRO TPMG/Labor Mtg, So Co DHS (Budget Impact Mtg)
Wed, Oct 20, 10	In Office (Staff Meeting)
Thu, Oct 21, 10	Sutter SRO (Steward Trg), So Co Jt L-M Benefits Committee

Fri, Oct 22, 10	KP CLS FPD Hearing (Oakland)
Sat, Oct 23, 10	PG&E Annual Meeting (In Office)
Sun, Oct 24, 10	WAH
Mon, Oct 25, 10	Comp Time Off
Tue, Oct 26, 10	Comp Time Off
Wed, Oct 27, 10	WAH, KP SRF Lab UBT, N Bay CLC
Thu, Oct 28, 10	KP SRO OD LPPC, Webinar on AODS jobs, So Co Bargaining WAH, Sutter SRO (Contract Discussion - Health Insurance Benefits)
Fri, Oct 29, 10	
Sat, Oct 30, 10	
Sun, Oct 31, 10	WAH

**Susan Greenwood**

**Santa Maria –**

**Templeton –** working on getting new Steward  
GC member issue

**SLO -** usual member issues, grievance on oral reminder  
Estimator issue  
DE operation issues

**Bakersfield -** usual questions  
Gas Estimator upgrade issue  
Unequal Estimator pay  
LIC on termination

**Fresno –** DML, and excessive sick leave letters and DML LIC's held  
Union business time, following  
Usual questions  
Ongoing discussions on grievance timeliness  
Grievances, sick leave letter, auto progression to be heard

**DCPP –** Labor Management and Implementation Committee meetings  
Grievance issues  
ERO – had LR meeting and meeting with Committee schedule for after the outage  
Self Nomination for Advancement has been put in place and members are applying.  
Most TA's have been moved into the hiring hall and more positions are being filled  
through the hiring hall process.  
Management doing our work (more than allowed)  
Outage assignments and overtime meeting are being scheduled.  
Discussing LR not hearing LIC's in a timely manner or processing them to the

Review Committee in a timely manner  
LOA for merging of the Nuclear Planners meeting held and will now be implemented

**Thelma Dodson**

- A. PGE Annual Membership Meeting 10/23/2010
- B. Land Department Labor-Management Meeting 11/03/2010  
Stockton
  - See attached Memo to Land Department Stewards
  - See attached Land Department Stewards List
  - See attached Temporary Assignments to Land Higher Classifications
- C. PGE Officers' Meeting 11/05/2010  
San Francisco
- D. Meeting with Fremont member/potential steward 11/09/2010  
Oakland
- E. Meeting with Rich Gigliotti (Land Department) 11/12/2010  
San Francisco
- F. Central Coast Labor-Management Meeting 11/19/2010  
Salinas

**DISCUSSION TOPICS FOR BOARD ACTION**

- Letter of Agreement with Delaney grandfathering Land Technicians (LT) who was not required to test. LT to retain pay, right to transfer, and promotional opportunities. Future hires to meet established qualifications.
- Letter of Agreement with Delaney to create ad hoc committee (4 Union, 4 Company) to review and revamp testing procedures. Gigliotti said that he cannot proceed without approval from Jeff.
- Discussion with Delaney about work jurisdiction violations when outside clients perform work that belongs to ESC. Example: Electric project. "EPC" it. PGE tells the client to do it all. EPC firm agrees. EPC contractor then subcontracts (though this is reportedly happening less and less). The smaller aspects within the larger projects are where the problems seem to lie. Most jurisdictional violations said to occur in permitting, surveying and acquisition, though there is also an estimating and engineering impact. PGE is knowingly violating the ESC Agreement by assigning our work to outside clients, and ESC jobs should be excluded from the scope of any work awarded to contractors.

## **Glen Westersund**

### ***III. Old Business***

1. Strategic Report
2. Grievance Report
  - a. RC 862 Strickland, potential \$350 equity settlement
3. Annual Meeting
  - a. Agenda
  - b. Presentation
4. Hiring Hall Bylaws
5. Hardship requests
  - a. Adrienne Thomas
  - b. Deb Pernes?
- 6.
7. Fresno LOA for vacation and sick donation
8. HH transfers
  - a. Kiichi Matsuno
  - b. Noah Siler
9. SNBR overlooked in Title 22 action (Amanda Cornejo)
10. Mokelumne Pumped Storage Project
11. 10-26 Temporary Assignments in Estimating
12. 10-27 Displaced Estimators into Mapping
13. Review of how rehire works with officers and staff
14. Review Committee make-up
15. Provisional ADEs that have failed ADE test 3 times
16. " Discussion of "what happens once the company exhausts the HH"?"
17. Work jurisdiction.
18. Contract proposals
19. GC demotion options
20. GC wage increase timeline

### ***IV. New Business***

1. IBEW table settlement
2. Class Proposal
3. HH Bylaws
4. Debbie Pernes Hardship request
5. Termination Case – MSC (by recommendation of ESC council) to withdraw RC termination case
6. Ben Hudnall Letter PD: Changes
7. Hardship request – Debbie Pernes - MSC for six month hardship transfer
8. Appointments to “LM+” committee

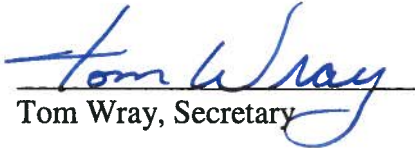
V. **Good and Welfare**

1. MSC to welcome back Brother Loomis and Sister Betancourt
2. MSC to express condolences to Brother Joel Foster

Schedule next board meeting - December 21<sup>st</sup>, 2010

Adjourn Meeting: 5:35 PM

Respectfully Submitted,

  
Tom Wray, Secretary

  
John Mader, President

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PGE Board Minutes Binder 2010