



PG&E EXECUTIVE BOARD MINUTES



October 21, 2010

Call to order: 9:16 AM

Board Members:

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

Review Agenda
Review September meeting minutes

CORRESPONDENCE

1. Communication from Brother Kichii Matsuno
2. Hardship request from Adrienne Thomas
3. Paul Sensibaugh – ESC hard hat stickers
4. Noah Siler
5. Jeff Delaney – Steward appoint letter for Robert Miller, Keith Herrman, Paul Rodriguez, Brian Woolsey, and David Lawrence

I. OFFICER REPORTS

President – John Mader

First Member Rehired from Layoff!

The Union welcomes back rehired Brother Jacob Hopkins. Jacob was extended, and has accepted, the first 22.8 rehire position since the layoff in January! You read that right, the first rehire under the provisions of the Contract! We all hope that this is the beginning of more rehires of laid off members.

Rate Case Settlement

The Union has settled its involvement in PG&E's General Rate Case at the Public Utilities Commission. The Union has participated in the GRC, arguing for more workforce planning and less contracting out, in order to ensure the next generation of workers at PG&E and ensure the

safe, reliable delivery of energy. ESC is pleased to sign on to the GRC settlement, which also includes consumer advocates, irrigation districts and other parties.

New LOA on Reporting of Outsourced Work

After an extensive effort, Senior Union Representative Joshua Sperry reports an agreement has been reached with PG&E to extend the reporting of outsourced Bargaining Unit work, similar to the Design group “Workload Oversight” process. The new reporting system, numbered LOA 10-29, will cover many more ESC work groups at PG&E, including the Division workforce (Estimating, Mapping, Distribution Engineers, etc.), more Engineering groups, and many Nuclear work groups. This important agreement is only the first step to address contracting out of Bargaining Unit work at PG&E.

Strategic Planning

The PG&E Unit Board conducted a strategic planning retreat this month. The topic of the retreat was review and revision of the Unit’s strategic plan and next year’s bargaining. The bargaining campaign plan will be presented at the annual meeting.

Changes to Performance Rating “9-box Grid”

The Union has filed a Business Manager’s Grievance asserting that the company’s planned performance management evaluations for monthly classifications violate the performance standards in 15.4 in the contract. Management intends to use an evaluation system that results in members below goals of “target” and competency of “successful” will receive automatic discipline and denial of PWI’s. The Union is strongly asserting the current standards of “performance and rate of improvement warranting” as the standards of PWI, while management asserts unilateral authority to implement changes.

Mapping Issues

The Union has expanded the Mapping Strategy Committee. The Committee consists of John Mader, Sr. Union Rep Joshua Sperry, Mappers: Pete Miskovich, Barbara Hogan, Janice Kirkley, Lori Moran, Chip Trumbull, Pierre Nichols and GIS Engineer Kassim Visram. Following September’s E&M Labor Management Committee meeting where the Union raised concerns regarding Mapping, representatives from the Mapping Committee met with management to address the mapping issues so that mapping can perform its vital functions. Also, the Union is preparing a Business Recommendation to PG&E to address future work procedure changes and Mapping.

Talent Connect

The Union met with management regarding Talent Connect. Talent connect is used to apply for ESC classifications that are filled by “unrestricted appointment” or selection committee. The company did a presentation on how to use the talent connect system. ESC Local 20 asked for changes to allow the Job Bidding system to incorporate selection committee filled ESC positions in the daily URA Report, the new Job at HQ report, Prebid Codes for all classifications, notification to the Union when ESC Members are disqualified from consideration due to qualifications, and that all ESC jobs in Talent Connect should be easy to identify by ESC members.

Electric Vehicles

Wayne Ash, Tim Brock, Joel Foster and John Mader from the Union attended a PG&E Electric Vehicle workshop at San Ramon. The company is introducing and formalizing a process that allows for customers to connect electric vehicles, depending on a risk analysis review, before reinforcement is done to the secondary or primary systems. The Union raised several concerns over the potential abuse of allowing operations outside of Rule 2 limits. The company did subsequently agree to ensure that Distribution Engineers would review any situations before exceeding normal limits.

Estimator Productivity Survey

Thanks to the 223 Members that participated in the Union's Estimator Productivity Survey. Senior Union Representative Joshua Sperry compiled the results and presented them to management. Nearly half of respondents say that they spend less than 25% of their time estimating jobs. The main concerns appear to be work procedure and software changes, and distractions from estimating in Local HQ's.

Steward Training

Last month the Union conducted Module 6 of the teleconference stewards training program. Module 7 (Overtime) will be scheduled in November. Members interested in participating in next year's steward training should contact their Union representative. The Union encourages any member to participate; you don't need to be a Steward to know your contract better! In addition the Steward on-line database went on line last month. The database is repository of agreement, grievances, LOA's, Labor management minutes. There will be a training following the annual meeting on the use of the database.

Wellness Committee

The Union has agreed to participate on a joint ESC Local 20-IBEW 1245-PG&E "workplace productivity and health committee." The first meeting was held in the IBEW hall in Vacaville. The committee will focus on ways to improve employees' general health and wellness, not specifically job-related injuries or health conditions. In addition, the Union has agreed to an LOA with PG&E to participate in Global Fit, an AFL-CIO Union plus benefit. The health club benefits and smoking cessation programs will be posted on the Union website.

Attended/Conducted numerous meeting and calls including Executive Director interviews, Steward training, Executive Board meeting, executive safety meeting, Review Committee, Drafted member update, steward training module 6, communicated steward database to stewards, Mapping Committee, Member letter regarding election.

Executive Vice President Divisions – Tim Brock

COLLECTIVE AGREEMENTS

Grievances: review committee, SO-205 for transmission estimating.

Other: **9/21/2010** – Participated in Corporate L/M meeting in San Francisco and PG&E

Unit Board meeting at union hall. In Technical Services there are 50+ work groups without any OSHA recordable incidents. There have been 9 OSHA recordables within estimating overall in 2010. If the organization goes the rest of the year without addition OSHA recordables, technical services will reach it's goal of improving by 15% over 3 years in safety record. Mapping issues were raised in relation to San Bruno incident. Mapping's needs are far too often an afterthought or completely forgotten when creating new work procedures. President Mader suggested that the company alter it's governance to include mapping sign-off of all new work procedures. The union is to present a business case to management in this regard. In service planning, there has been a 5% increase in new business and WRO applications. Also a large increase in disconnect/reconnects. The company anticipates approximately 4000 plug in electric vehicles (PEVs) within it's service territory over the next year. The union pointed out that these are all indicators that should lead the company to rehire recently laid off members.

10/6/2010 – Attended Estimating Best Practices Committee in Concord. The company has completed their pilot of the CCAR process. They will be incorporating some changes based on members input. Indicated that the new process was not a huge time saver, but will be good for promoting consistency. The committee discussed the plans for ADE test review sessions. The company will be potentially limiting these sessions to those that took the test last year only. There was discussion over the Customer Application to Bill initiative. They have completed the root cause analysis and are moving forward. Their main goals at this point are centered on increasing customer's Project Satisfaction Survey (PSS) scores. ESC has appointed Andrew Johnson and Joey Mannina to the initiative to represent estimating. The NCSC have been asking how to get "skilled resources" into the call center. There will need to be extensive discussions over that concept. Linda Herrin reported how the Smartmeter network is to be incorporated into the rest of the company and how it will be utilized by ESC classifications.

10/7/2010 – Attended PEV workshop in Sam Ramon with Wayne Ash, Joel Foster, and John Mader. Company is introducing and formalizing a process that allows for customers to connect electric vehicles, depending on a risk analysis review, before reinforcement is done to the secondary or primary systems. The union raised several concerns over the potential abuse of allowing operations outside of Rule 2 limits. The company did subsequently agree to ensure that Distribution Engineers would review any situations where exceeding emergency limits.

10/9/2010 – Attended PG&E Unit Board strategic planning retreat at Lake Almanor, hosted by Treasurer Wayne Ash. Worked with President John Mader, VP GO alternate Bob Goff, Secretary Tom Wray, VP Joel Foster, and Union Representative Thelma Dodson to develop a strategic power analysis in preparation for general contract bargaining beginning next year.

Vice President Divisions – Joel Foster

9/21/2010 – Participated in Corporate L/M meeting in San Francisco and PG&E Unit Board meeting at union hall. In Technical Services there are 50+ work groups without any OSHA recordable incidents. There have been 9 OSHA recordables within estimating overall in 2010. If the organization goes the rest of the year without addition OSHA recordables, technical services will reach it's goal of improving by 15% over 3 years in safety record. Mapping issues were

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9/22/2010 – 10/2/2010 – I was on vacation

10/5/2010 – Attended review committee in Concord with Joshua Sperry and John Mader. On the management side, Tom French has replaced Mike Burke on the committee. Also met with Tom French to discuss staffing. Tom indicated there was hesitation to fill positions based on historical views of productivity and how they indicate the estimating work force is not as productive as he expects, based on construction hours generated and numbers of estimates completed weekly. The union pointed out many of the reasons for inefficiency, including the increase complexity involved with producing any one job in today's environment. The company seems to be exercising extreme caution before hiring back any laid off members. **One bit of good news; the company has authorized the filling of a routine estimator position in the Richmond Service Center. That means that one of our laid off brothers or sisters will be offered rehire in the Bay Region per section 22.8 of the CBA! I hope to report that member has returned to work in next month's report.**

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Tom Wray, Executive VP Tim Brock and Union Representative Thelma Dodson to develop a strategic power analysis in preparation for general contract bargaining beginning next year.
10/13/2010 – Participated in all day in-person interviews of final 4 candidates for the Executive Director position at ESC Local 20. All candidates had excellent experience to offer Local 20 and the executive board was pleased to meet and interview all of them.

Vice President General Office – Irving Joe

Oct 6th Attended Local Workload Oversight meeting
a) All groups working at max capacity

Oct 12th Attend Meeting with Bob Daniels (AM)
Attend Union membership meeting 1919 Webster St. Oakland (Noon)

Oct 21st Labor Management Meeting Canceled

Vice President G.C. – Heather Wilson

9/21/10 - Labor Management & afternoon Board Meeting.

Treasurer – Wayne Ash

9/21/2010 – Attended the ESC Engineering and Mapping Labor Management Meeting in San Francisco.

9/21/2010 – Attended ESC Local 20 PG&E Unit Board Meeting and took meeting notes in San Francisco.

9/22/2010 – Conference call on review of Greenbook material for Electric Vehicles.

9/28/2010 – Attended ERR/COE Core Process Improvement Committee Meeting at Oakport Service Center in Oakland. This committee is developing process improvements for electric transmission, substation, and distribution equipment requiring repair and will be rolling out a new process improvement in first quarter of 2011 to be named Critical Operating Equipment. See report below.

10/05/2010 – Attended ERR/COE Core Committee Process Improvement Meeting at Oakport Service Center in Oakland.

10/07/2010 – Attended meeting for new connections process for Electric Vehicles in San Ramon.

10/8, 9 & 10/2010 – Hosted PG&E Unit Officer Strategic Planning and Analysis Retreat to continue development of 2012 contract goals. Officers and business agent met and worked on contract planning, goals, timelines and other significant assessments for the upcoming PG&E Unit Contract.

10/12/2010 – Attended ERR/COE Core Committee Process Improvement Meeting at Concord RMC.

10/13&14/2010 – Attended ERR/COE Process Improvement IT Subcommittee Meeting at

Concord RMC. Worked on developing COE input screens for Distribution Operators and validation screens for Distribution Engineers.

10/19/2010 – Attended ERR/COE Core Committee Process Improvement Meeting at Concord RMC.

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.

Throughout the last month I have also supported and represented members regarding grievance handling, ongoing LIC's, member pdates, several 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 in first quarter of 2011 under the new name **Critical Operating Equipment**. This new name is consistent with an elevated status and priority to repair 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 is looking at filling four new management positions, one for each of the new areas, which are likely to be titled as Restoration Specialists and act as coordinators between various stakeholder groups and to see that necessary repairs or replacements are completed. 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 the choice of "repair or replacement" of equipment and forwarding requested repairs back to the Restoration Specialist for coordination and completion of work. 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

10/08-11/10 – Attended strategic planning retreat at Lake Almanor generously hosted by Treasurer Wayne Ash. Also attending were President John Mader, Executive VP Tim Brock, VP Divisions Joel Foster, Secretary Tom Wray, and Union Representative Thelma Dodson. This brainstorming session focused on preparation for general contract bargaining beginning next year. Useful output included a strategic power analysis, bargaining priorities and timeline, communications with and mobilization of members during the bargaining process.

II. Staff Reports

Joshua Sperry – Senior

9/22 – met w IBEW (Hunter Stern) on Undergrounding in SF
9/27 – member meeting at ATS, 17 attending
9/28 – Mapping Strategy Committee met by conference call
9/29 – Arb Hearing on Protection Engineers 1-hr OT
9/30 – Power Gen/Hydro LM
10/5 – Review Committee, met w Tom French on AWS and Staffing
10/6 – EBPC, meeting on Mapping Issues w Steve Parker and Tom Abinante, briefing for Glen Westersund
10/7 – Arb Hearing on Termination (Fresno, performance)
10/8 – LIC on Hydro upgrades
10/11 – members meeting at Concord LH (12 attending), met w ATS stewards in San Ramon
10/12 – members meeting at 1919 Webster, Oakland (50 attending); met w Kaiser marketing rep
10/14 – members meetings at GO (25 attending)
10/15 – PG&E Executive Safety and Health Conference, I addressed 300 executives about safety
10/18 – Environmental LM (first meeting ever)
10/19 – State Senate hearing on San Bruno explosion

GRC: Settled our involvement with LOA 10-29 expanding workload oversight.

GC grievance settlement

Hydro upgrades grievance could set precedent for other new groups

Restarting LM in ATS

Finishing up JSF's on BMG's (nearly done)

Kaiser Promotion: I proposed adding a Kaiser HSA in advance of general negotiations. Next step is contact IBEW. Also will look into an educational effort around Optometric benefits.

Other

Interviews for ESC Exec Director position

Bill Robotka

Date	Primary activity (Location/Members/Mtg Purpose)
Wed, Sep 01, 10	WAH, So Co HR (Retiree Health Issue), So Co DHS LMC
Thu, Sep 02, 10	In Office (Ex Dir Interviews)
Fri, Sep 03, 10	Friday before Labor Day Holiday
Sat, Sep 04, 10	
Sun, Sep 05, 10	
Mon, Sep 06, 10	Labor Day Holiday
Tue, Sep 07, 10	WAH, So Co HR (Cell Phone Policy M/C)
Wed, Sep 08, 10	WAH, Drive to Chico

Thu, Sep 09, 10	Chico PG&E LH (Mapping and Estimating Workload Mtgs)
Fri, Sep 10, 10	N Bay CLC Bkfst w/ BOS elect Mike McGuire, PG&E Peer Vol Strg Comm, So Co Coalition of Labor Orgs (SCCLO)
Sat, Sep 11, 10	
Sun, Sep 12, 10	
Mon, Sep 13, 10	So Co HR (ESC Contract Bargaining)
Tue, Sep 14, 10	WAH, KP SRF LPPC
Wed, Sep 15, 10	In Office
Thu, Sep 16, 10	WAH, So Co Jt Lbr Mgmt Ben Comm, PG&E Talent Connect Demo
Fri, Sep 17, 10	Vacation
Sat, Sep 18, 10	
Sun, Sep 19, 10	
Mon, Sep 20, 10	Vacation
Tue, Sep 21, 10	Vacation
Wed, Sep 22, 10	Vacation
Thu, Sep 23, 10	Vacation
Fri, Sep 24, 10	Vacation
Sat, Sep 25, 10	
Sun, Sep 26, 10	
Mon, Sep 27, 10	Vacation
Tue, Sep 28, 10	Vacation
Wed, Sep 29, 10	Vacation
Thu, Sep 30, 10	Vacation

Susan Greenwood

Templeton – working on getting new Steward
GC member issue

SLO - usual member issues, grievance on oral reminder

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.

First half of the Hiring Hall agreement is signed. Working on getting them to move faster and implementing.

Management doing our work (more than allowed)

Outage assignments and overtime meeting are being held.

Discussing LR not hearing LIC's in a timely manner or processing them to the Review Committee in a timely manner

Nuclear Planner issues

During the outage Committee meeting are not being held

Still pushing the Hiring Hall agreements implementation.

Thelma Dodson

A. PG&E SITE VISITS

Area 2:	Concord	9/22/2010	Review of pending grievances.
Area 3:	San Jose (Edenvale)	9/29/2010	Mapping Department Meeting.
Area 2:	Hayward	10/18/2010	LIC (Termination).

B. PENDING GRIEVANCES

Area 1:	San Francisco	Abuse of Sick Leave	C&C
Area 2:	Richmond	Poor Customer Service	C&C
Area 2:	Richmond	Poor Customer Service	C&C

C. UPCOMING LICs

Area 3:	Cupertino	Bank Loss Studies
Area 2:	Oakland	Conduct-Written Reminder

4. Hiring Hall Bylaws
5. Hardship request – Grant temporary hardship out of San Francisco - MSC
6. HH transfers – Grant special dispensation for HH transfers – Motion denied
7. SNBR overlooked in Title 22 action - (Am overlooked by Company)
8. Appointments to “LM+” committee
9. Mokelumne Pumped Storage Project – Tabled for next meeting
10. 10-26 Temporary Assignments in Estimating – MSC to approve, per the boards discussion
11. 10-27 Displaced Estimators into Mapping – MSC to approve
12. Review of how rehire works with officers and staff
13. Review Committee make-up – Members to rotate
14. Provisional ADEs that have failed ADE test 3 times
15. Discussion of "what happens once the company exhausts the HH"?
16. Work jurisdiction
17. Contract proposals
18. GC demotion options
19. GC wage increase timeline

V. *Good and Welfare*

1. MSC to welcome back brother Hopkins and Loomis
2. MSC to encourage members to vote!
3. MSC to encourage members to support Fresno LOA for vacation and sick donation
4. MSC for the ESC to provide union stickers that are suitable for hard hats

Next Unit Board meeting - November 16, 2010 at 1:00 PM

Adjourn Meeting: 5:40 PM

Respectfully Submitted,

Tom Wray, Secretary

John Mader, President