



Engineers and Scientists of California, Local 20
International Federation of Professional and Technical Engineers, AFL-CIO & CLC
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Proposal	Committee	Description
Proposal 1: 401(k)	Benefits Committee	Improvements to 401(k) plan: <ul style="list-style-type: none"> • 10% Company match on gross pay (overtime, premiums, etc.) • Roth 401(k) Option, with deferred compensation offering • Financial Engines Services at no charge to participants • Add 40 broad ranged Mutual Funds • Company to manage a monitor funds annually • No transaction fees • Simplify and update self-directed process
Proposal 2: removed	Benefits Committee	
Proposal 3: removed	Benefits Committee	
Proposal 4: Dental	Benefits Committee	Increase Dental Coverage
Proposal 5: Vision	Benefits Committee	Company to pay 100% of vision, including all co-pays and deductibles. Increase Lasik eye surgery from \$250 to \$1000 per eye.
Proposal 6: Kaiser Optometric	Benefits Committee	Company to provide Kaiser Optometric benefit
Proposal 7: Hearing	Benefits Committee	New Exhibit. Company to cover all screenings, tests, exams and hearing aids at 80%
Proposal 8: Life Insurance	Benefits Committee	Improve Life Insurance/Death Benefit Increase Company paid basic life insurance death benefit from \$10,000 to \$25,000. Add Company paid accidental death and dismemberment options. Increase Supplemental Coverage Levels. Add 3X, Add 4X and Add 5X. Include spouse/domestic partner and dependent life insurance options. Provide a \$1,000,000 death benefit for employees that die because of injury sustained during the course of their employment or who die because of an occupational disease/injury.
Proposal 9: Life Insurance - retirees	Benefits Committee	Increase Company paid basic life insurance death benefit from \$8,000 to \$16,000.
Proposal 10: LTD benefit adjustment for current recipients	Benefits Committee	Change from two years to five years, if not qualified for Social Security Disability Insurance Benefits. Change age 65 to Social Security full retirement age, if qualified for Social Security Disability Insurance Benefits. Company to pay 100% of LTD employees' medical premium. Targeted one time increase for LTD recipients.
Proposal 11: LTD formula Increase	Benefits Committee	Increase LTD formula to 75% for all recipients in Plans I, II and III
Proposal 12: Pension Adjustment Current retirees	Benefits Committee	Retired prior to 01/01/94 10% Retired from 01/01/94 to 12/31/03 5% Include annual Cost of Living Allowance (COLA) for all retirees equal to half of GWI.
Proposal 13: Pension Formula Increase	Benefits Committee	Increase pension formula to 1.6 for all years up to 26 and 1.7 for 26 years and beyond.



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Proposal 14: ESC break in service language for pension credit	Benefits Committee	Breaks in service due to layoff for Pension credit are treated per Title 13
Proposal 15: Chiropractic and Acupuncture	Benefits Committee	Company to provide Chiropractic and Acupuncture coverage
Proposal 16: Eliminate premium co-pay	Benefits Committee	Eliminate healthcare premium co-pay
Proposal 17: Pro-rated Medical Benefits	Benefits Committee	Pro-rated medical benefits should be based on the most expensive plan
Proposal 18: Active Employee Medical Opt Out stipend	Benefits Committee	Payment for employees who opt out of the medical benefits, e.g. if it is a couple and they both work at PG&E
Proposal 19: RMSA/RMEC	Benefits Committee	<p>RMSA Change the withdrawal rate for Non-Medicare retirees and spouses/domestic partners to an amount equal to a maximum of 65% of the NAP/CAP premium. The withdrawal percentage amount is at the retirees & spouses/domestic partner's option. Change the withdrawal rate for Medicare retirees and spouses/domestic partners to an amount equal to a maximum of 35% of the highest premium plan. The withdrawal percentage amount is at the retirees & spouses/domestic partner's option. Increase Company contribution to the RMSA for employee and spouse/domestic partners to \$10,000 a year starting at age 40 (or later if hired after age 40) for an employee and spouse/domestic partner (up to \$20,000 per year per couple). Allow PG&E retirees, when both retiree and spouse/domestic partner that worked for PG&E, to use both of their RMSA accounts to cover up to 100% of the medical premium, as long as they are both under the same medical plan. Increase the RMSA interest rate to 8%, compounded annually, beginning at the end of the year in which an employee reaches age 41. Increase bonus to \$2,000 per year of credited service for all years beyond 15 years.</p> <p>RMEC Non-Medicare Retiree Increase maximum annual limit to \$17,000.</p> <p>Medicare Retiree Company to pay 35% of the weighted average of all PG&E Medicare plan premiums. Increase maximum annual limit to \$3,500.</p>
Proposal 20: Retiree Medical Opt Out stipend	Benefits Committee	Payment for retirees who opt out of the retiree medical. Allow all retirees that opted out of retiree medical plan before January 1, 2003 to opt back in (re-enroll).
Proposal 21: Retiree Dental/Vision Coverage	Benefits Committee	Continue active employee dental/vision coverage for current and future retirees
Proposal 22: Long-Term Care Insurance	Benefits Committee	Long Term Care Insurance for active and retirees



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Proposal 23: Discounts after Retirement	Benefits Committee	Discounts (PG&E, AT&T, windows) continue after retirement.
Proposal 24: Discounts for surviving spouse	Benefits Committee	PG&E Discount continue for retiree survivors
Proposal 25: Discount for ESC staff	Benefits Committee	PG&E employee discounts (AT&T and software, not energy bill) for union staff
Proposal 26: Moving Allowance	Benefits Committee	Increase moving allowance from \$2,400
Proposal 27: Tuition Reimbursement Increase	Benefits Committee	Increase career specific amount from \$6000 to \$8000 as management has. Automatically increase when management amount goes up.
Proposal 28: Vacation increase	Benefits Committee	Add 1 week of vacation at all stages.
Proposal 29: Vacation Purchase Plan	Benefits Committee	Company to provide Vacation Purchase Plan same as management has
Proposal 30: Sick on vacation	Benefits Committee	If employee gets sick while on vacation, they can change vacation time to sick time.
Proposal 31: Unanticipated Vacation	Benefits Committee	Increase amount of vacation that can be taken unanticipated from 24 to 40 hours
Proposal 32: Delete forfeiture of vacation	Benefits Committee	Delete forfeiture of vacation language
Proposal 33: More family sick time	Benefits Committee	Allow use of all sick time for family members, instead of just 40 hours currently
Proposal 34: Sick Leave Cashout	Benefits Committee	Unused sick leave cashed out upon leaving employment
Proposal 35: Sick Leave upon hire	Benefits Committee	Sick leave accrual begins and can be used upon hire
Proposal 36: Cesar Chavez holiday	Benefits Committee	Additional holiday to honor Cesar Chavez. Observed March 31, or following Monday.
Proposal 37: Holidays first year	Benefits Committee	Holidays start when hired, not after one year
Proposal 38: Witness pay	Benefits Committee	Witnesses to be paid when subpoenaed for third party cases, i.e. not suing PG&E
Proposal 39: Funeral Leave 5 days	Benefits Committee	Funeral Leave 5 days for immediate family members
Proposal 40: removed	Benefits Committee	
Proposal 41: GWI with Inflation Protection	Benefits Committee	Provide General Wage Increase, and possibility to reopen in event of significant inflation
Proposal 42: removed	Benefits Committee	



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Proposal 43: Increase Lead Classification	Divisions Committee	Adjust wages for lead classifications to be a minimum of 10% more than led classification
Proposal 44: Public and Employee Safety	Divisions Committee	Only qualified, represented technical and professional employees shall make design decisions. Management will end efforts to curtail design or engineering review of construction. Mapping organization must sign off on work procedure changes related to mapping functions.
Proposal 45: Facility Safety Mapping	Divisions Committee	All work must be mapped within 30 days of construction being completed
Proposal 46: Create Senior, Sr Cons DE	Divisions Committee	Create Senior DE and Senior Consulting DE classifications
Proposal 47: DE Realignment	Divisions Committee	Company to restore previous Distribution Engineer work assignments, each DE responsible for all functions in their DPA, without prejudice to Union position on Grievance
Proposal 48: SNBR to IPE progression	Divisions Committee	SNBR and IPE defined as one Line of Progression; Company to fill 10 new IPE positions through interviews of qualified SNBR's
Proposal 49: IPE Upgrade	Divisions Committee	1 2000+ amp panel job creates upgrade to IPE (instead of current 3 at 2001+)
Proposal 50: DDA for SNBR-IPE's	Divisions Committee	Re-establish DDA payments for SNBR-IPE's and PM's using their personal vehicle for company business
Proposal 51: Create Principal GIS Analyst	Divisions Committee	Create Principal GIS Analyst in GIS group
Proposal 52: Exclusive jurisdiction for GIS	Divisions Committee	Exclusive jurisdiction for GIS developers
Proposal 53: ADE Ratio 4:1	Divisions Committee	Ratio of estimators to ADE no more than be 4:1
Proposal 54: ADE Upgrades for Serious Bidders Only	Divisions Committee	ADE upgrades go to employees with a bid on file who have passed the test first, instead of within the building first
Proposal 55: Limit on Resource Sharing	Divisions Committee	Stronger ADE review before work is shared out of a LH or RMC
Proposal 56: Bypass Pay	Divisions Committee	Employees to receive a bypass payment when bypassed for Emergency Callout
Proposal 57: Equity for Mappers	Divisions Committee	6% increase for Mapping classifications to restore the former ratio of Mapping to Estimating pay
Proposal 58: Workload for Customer Contact	Divisions Committee	Company and Union to Co-determine appropriate workload for customer contact professionals
Proposal 59: removed	Divisions Committee	
Proposal 60: Delete "Transportation Option" for GC	General Construction Committee	Delete 10.20(4) covering providing lodging in the field. Not currently being used.



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Proposal 61: GC pay increases	General Construction Committee	GC wage increase to reflect importance of classifications.
Proposal 62: Increase Per Diem	General Construction Committee	Increase GC Per Diem to match increase in costs
Proposal 63: POT Travel pay	General Construction Committee	GC travel pay should match divisions
Proposal 64: removed	General	
Proposal 65: GC Clearances/Tie-Ins	General Construction Committee	Company and ESC to jointly develop training on elec clearances and gas tie-in procedures, all FET/SFET/FE trained by end 2012. FET/SFET/FE Upgraded to Division equivalent rate when writing clearances
Proposal 66: GC Crew ratio	General Construction	Establish maximum ratio of 2 crews for each FET/SFET/FE
Proposal 67: Create Sr Cons PM in Power Gen	General Office Committee	Create Senior Consulting Project Manager in Power Generation.
Proposal 68: Panel for all SDE openings	General Office Committee	Use joint selection panel for all Senior Design Engineer openings
Proposal 69: Professional Engr position for PDG	General Office Committee	Establish Sr. Engineers in CRE Project Design Group with same salary and conditions as Sr. Project Engineers in Substation, employees have option to convert.
Proposal 70: removed	General Office	
Proposal 71: Engineers in other Power Gen classifications	General Office Committee	Employees with engineering degrees in Power Gen LC or HSC classifications should be paid at the Engineer rate.
Proposal 72: removed	General Office	
Proposal 73: SASI/Standards	General Office Committee	Ad hoc committee to review and finalize jurisdiction between SASI and Standards Engrs.
Proposal 74: Check Contractor Work	General Office Committee	All contractor work must be checked for accuracy, value, safety and quality by represented employees.
Proposal 75: DCPPT OT for Fossil	General Office Committee	Time and a half for Fossil Plant employees during outages and outage related period
Proposal 76: Increase Design Engineering	General Office Committee	10% increase to all Design Drafting and Design Engineering classifications
Proposal 77: Sr Cons Environmental Scientist 13 yrs	Land Committee	Sr. Consulting Environmental Scientist requirement of 20 yrs experience should be 13. Also create and fill 1 or more positions.
Proposal 78: ROW Agent Parity	Land Committee	Salary Range Parity for Right of Way Agents to equal Land Planner.



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Proposal 79: Equity CRS	Land Committee	Equity for Cultural Resource Specialists to Biologists at all levels
Proposal 80: Sr Cons Biologist	Land Committee	Make the MS for Sr Consulting Biologist "preferred" not required with equivalent experience
Proposal 81: Parity for new groups (Power Gen/Hydro, Nuc Engr, Nuc Prof, Telecom, Environmental, DOC)	Newest Groups Committee	Parity for new groups: eliminate STIP starting in 2012 and adjust salary ranges to comparable classifications in T&D; adjust advancement, overtime and other conditons to Project Engineering template.
Proposal 82: Exclusive jurisdiction for Hydro, Environmental, Telecom,DCPP, DOC	Newest Groups Committee	Exclusive jurisdiction for Hydro, Environmental, Telecom, DCPP, DOC - remove shared jurisdiction with Principals and Supervisors
Proposal 83: STIP/pension 1.7%	Newest Groups Committee	Pension multiplier to be 1.7% a year for STIP classifications for the next 3 years; STIP eliminated 2012 and beyond.
Proposal 84: STIP/401(k) for 2011	Newest Groups Committee	75% 401K matching on 6% of salary for STIP classifications for 2011 only; STIP eliminated 2012 and beyond
Proposal 85: STIP pro-rating	Newest Groups Committee	STIP pro-rated if you move from STIP to non-STIP job mid year; for 2011 only, STIP eliminated 2012 and beyond
Proposal 86: removed	Newest Groups	
Proposal 87: STIP Award Factor	Newest Groups Committee	Agreed-to 2011 STIP Metrics, Elimination of 0% Award, Eliminate supervisor ability to lower STIP award
Proposal 88: removed	Nuclear Committee	
Proposal 89: removed	Nuclear Committee	
Proposal 90: removed	Nuclear Committee	
Proposal 91: removed	Nuclear Committee	
Proposal 92: removed	Nuclear Committee	
Proposal 93: DCPP On call Pay	Nuclear Committee	All DCPP employees paid two hours of pay per day for being on call, regardless of whether the employee is called in or not. Monthly employees to be paid time and a half for working on their days off.
Proposal 94: DCPP 3rd Shift	Nuclear Committee	Employees to be paid the 3rd shift premium during outages when the 2nd shift goes into the 3rd shift because they work 10 hour shift.
Proposal 95: Restore LOA 93-7	Working Conditions Committee	Company to meet and confer with ESC before contracting out BU work, meet and confer re: proper staffing
Proposal 96: HH increase in lieu	Working Conditions Committee	Increase in-lieu of benefits amount for Hiring Hall
Proposal 97: Long term HH creates permanent position	Working Conditions Committee	HH in place for over one year, or 18 in 24 months, creates a new regular position.
Proposal 98: Job Reporting	Working Conditions Committee	Employee must report within 10 days of bid award date



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Proposal 99: Pre-bid codes for all classifications	Working Conditions Committee	Company to create and maintain pre-bid codes for all classification
Proposal 100: Contracting Methodology	Working Conditions Committee	Agree to methodology to determine contracting workload
Proposal 101: Contractors must be qualified	Working Conditions Committee	Contractors must meet minimum qualifications when brought in to perform the work of ESC classifications
Proposal 102: Reporting Outsourced Work	Working Conditions Committee	Expand LOA 10-29 reporting to cover all ESC departments and classifications
Proposal 103: 3rd Step Gvce	Working Conditions Committee	3rd step of grievance procedure (PRC) to require second level manager/director attendance
Proposal 104: Bigger RC	Working Conditions Committee	Increase ESC members of Review Committee from 3 to 5 (4 area officers + president)
Proposal 105: LIC deadlines	Working Conditions Committee	Forfeiture applies at all deadlines within Title 14 Grievance Procedure
Proposal 106: Remedy penalty	Working Conditions Committee	If remedy is not paid within 30 days, penalties will be added, i.e. prime rate plus 2%
Proposal 107: 30 days to issue PD	Working Conditions Committee	Company must issue discipline within 30 days of event or company's awareness of event
Proposal 108: Grieved discipline does not stop bid	Working Conditions Committee	Discipline under grievance that is still being processed does not cause rejection of an employee's bid under 21.6
Proposal 109: Monthly HH top of rate	Working Conditions Committee	Hiring Hall monthlies should be paid at top of rate same as hourlies.
Proposal 110: Raise HH Bypass	Working Conditions Committee	Raise HH dismissal from \$100 to \$500
Proposal 111: A rights to bidding Unit	Working Conditions Committee	Displaced Employees to have A rights to bidding Unit in addition to HQ (no effect on classification A rights)
Proposal 112: Contracting creates new positions	Working Conditions Committee	Contractors under 27.2.b over a year in 2-year period create positions.
Proposal 113: Displaced employee commute is time worked	Working Conditions Committee	Increased commute due to displacement under 22.3 or 22.9 will be considered time worked
Proposal 114: Laid off top HH priority	Working Conditions Committee	Laid off employees have first priority in HH dispatch
Proposal 115: No HH while rehires on list	Working Conditions Committee	Employees on rehire list will be rehired before Company contracts out classification work or uses HH in the classification
Proposal 116: Rehire rights for all prev classifications	Working Conditions Committee	Rehire rights should be for all positions employee previously held, not just their last classification.
Proposal 117: Rehire to beginning level jobs	Working Conditions Committee	All beginning level vacancies filled by 22.8 for 1 year following a layoff



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Proposal 118: Restrict Resource Sharing after layoff	Working Conditions Committee	No resource sharing from HQ's that have outstanding "A" rights (i.e. a HQ with employees waiting to come back cannot send work out)
Proposal 119: Return 22.11 to contract	Working Conditions Committee	Management will make "every reasonable effort" to place employees targeted for layoff into other positions
Proposal 120: Severance pkg pay plan	Working Conditions Committee	Make it possible to split severance package into multiple payments/years
Proposal 121: Title 22 rights at 6 months	Working Conditions Committee	Employees get Title 22 rights at 6 months, vs 1 year currently in contract.
Proposal 122: Vacant positions must be filled.	Working Conditions Committee	Vacant positions must be filled.
Proposal 123: OT limited while rehires on list	Working Conditions Committee	Prearranged Overtime offers limited to 10 hrs/week in classification and bid region where employees were laid off from
Proposal 124: Rehire rights optional out of bid region	Working Conditions Committee	Laid off employees have optional rehire rights to openings outside of bid region, once that other region is exhausted, without losing rehire rights in their own bid region
Proposal 125: Sick leave sale for laid-off employees	Working Conditions Committee	Employees able sell up to 80 hours sick leave and transfer proceeds to hardship fund for laid-off employees
Proposal 126: Eliminate 27.2 time limit	Working Conditions Committee	Eliminate "within 120 calendar days of the letting of such contract" from 27.2.b
Proposal 127: Notify ESC of personnel changes	Working Conditions Committee	Company to provide more info to Union monthly: promotions, demotions, relocations, new hires and rehires (already being provided), returns from leave. In sortable digital format.
Proposal 128: Notify ESC of high level Discipline	Working Conditions Committee	Company to give notice of terminations and suspensions (DML's) to Union within 10 calendar days
Proposal 129: Notify ESC of temp assmts	Working Conditions Committee	Temporary assignments over 2 weeks shall be posted in worksite and reported to union.
Proposal 130: Unpaid leave	Working Conditions Committee	Company must allow up to 10 unpaid days off if employee has <1 yr vacation allotment.
Proposal 131: Steward Training	Working Conditions Committee	1 paid day per quarter for Steward Training
Proposal 132: Successor clause	Working Conditions Committee	Add a successor clause to contract
Proposal 133: Restore Neutrality Agreement	Working Conditions Committee	Reinstate Neutrality Agreement, with Interest Arbitration instead of SrVP review.
Proposal 134: NERC premium	Working Conditions Committee	2% premium if NERC certification is required for classification
Proposal 135: PE premium	Working Conditions Committee	5% premium for PE where it is not required
Proposal 136: Upgrade out of BU	Working Conditions Committee	Clarify upgrades out of Union, minimum 5% pay premium and other conditions clarified.



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Proposal 137: Overpayment errors	Working Conditions Committee	\$250 limit on employee liability for overpayments
Proposal 138: Dues collection error	Working Conditions Committee	Company refunds employee and makes payment in lieu of dues to Union when Company makes a collection error
Proposal 139: Safety Walkaround Cmtes	Working Conditions Committee	Establish a Walkaround Safety Committee in each HQ with ESC represented employees
Proposal 140: Service Planners seniority	Working Conditions Committee	Service Planners' service redefined as regular seniority under Title 13.
Proposal 141: Training Program	Working Conditions Committee	Comprehensive Training Program for Gas Transmission, FET/SFET/FE and SNBR, IPE. Update ETP and MAP.
Proposal 142: Personal Vehicle Use	Working Conditions Committee	Employee choice to use personal vehicle for company business, with mileage reimbursement at federal rate
Proposal 143: Minimum Cubicle Size	Working Conditions Committee	Minimum Cubicle Size 9x9
Proposal 144: FR clothing allowance	Working Conditions Committee	Fire Resistant clothing allowance formalized and increased
Proposal 145: Alternative Work Schedules	Working Conditions Committee	Business needs permitting, management will make every effort to accomodate alternative schedule requests
Proposal 146: Job Sharing	Working Conditions Committee	Establish a job sharing pilot program.
Proposal 147: Leads training time	Working Conditions Committee	Leads granted 5 hours a week to train when assigned a routine employee
Proposal 148: Bilingual premium	Working Conditions Committee	Establish 5% Bilingual premium for customer facing employees
Proposal 149: Safe Rest Periods	Working Conditions Committee	Safe rest periods to address long drives during rest periods
Proposal 150: Adjust meal payment amount	Working Conditions Committee	Increase meals amount in 16.6
Proposal 151: OT/DT after 7 days	Working Conditions Committee	After working 7 days straight, employees get 1.5x for regular hours and 2x for additional hours for day 8 and all following days
Proposal 152: POT for storms becomes EOT	Working Conditions Committee	If employee is working POT and another employee is called in for EOT, all employees in HQ get EOT
Proposal 153: All OT is Double Time	Working Conditions Committee	All overtime for hourly employees is Double Time
Proposal 154: Start times	Working Conditions Committee	Business needs permitting, management will make every effort to accomodate alternative start times of 7, 7:30 or 8am for individuals
Proposal 155: Bid Unit for SNBR/IPE/DOC	Working Conditions Committee	Apply the 4 geographic Division bidding units to SNBR's, IPE's and DOC's.



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Proposal 156: Uniform Monthly Conditions	Working Conditions Committee	Unify monthly working conditions into main contract and eliminate monthly exhibits
Proposal 156.1: Hydro Travel Time for all Monthlies	Working Conditions Committee	As part of uniform monthly provisions: All additional time worked will be reduced by the employee's normal commute, unless the employee is called out under the provisions for assigned intermittent on-call or is otherwise called out to perform work on a non-work day.
Proposal 156.2: Lateral bids for Monthlies	Working Conditions Committee	Lateral bidding preference for employees in classifications filled by selection committee
Proposal 157: Bi-weekly pay for monthlies	Working Conditions Committee	Bi-weekly pay for monthlies
Proposal 158: Monthly travel time counted	Working Conditions Committee	7.6 provision that travel time is time worked to be applied to monthly paid employees
Proposal 159: "Free hour" for monthlies	Working Conditions Committee	All additional hours paid for monthly employees, except for one additional hour per week maximum
Proposal 160: Entry Engineer	Working Conditions Committee	Regularize Entry Engineer position
Proposal 161: Pre-arranged OT cancellation for monthly	Working Conditions Committee	2 hour minimum payment paid to monthly employees when pre-arranged OT is cancelled
Proposal 162: 1.5 EOT for Monthlies	Working Conditions Committee	Pay at 1.5 rate for EOT for Monthlies with 2-hour minimum.
Proposal 163: Agency Shop	Working Conditions Committee	Delete 5.1(b) - Eliminate "grandfather status" for employees who were not members prior to 1972
Proposal 164: Materials Inspector Update	General Construction Committee	Update job description, minimum 1 Materials Inspector at every distribution center, clarify advancement from Assistant to journey MI.