



PG&E EXECUTIVE BOARD MINUTES



December 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 - Excused
Treasurer – Wayne Ash
Secretary – Tom Wray
Alt -Vice President G.O. - Bob Goff - Excused

Review Agenda
Review November meeting minutes

CORRESPONDENCE

1. Elias Guerrero Request for hardship
2. Samuel Chang appointed to Shop Steward

I. OFFICER REPORTS

President – John Mader

Happy Holidays to all ESC Local 20 members! On the Union website you can find several photos of ESC worksites expressing their union holiday spirit together.

As discussed at the annual meeting, Members who can are urged to consider donating vacation to members in need. There are several active letters of agreement (LOA's) to allow these donations including for the victims of San Bruno and Brother Pete Mendez.

The upcoming newsletter will contain an ESC-wide update of the activities of the Union.

More Re-hires

Two new Re-hires from the lay-off list! Brother Dave Loomis and Sister Jennifer Bettencourt have returned as Senior New Business Representatives! Welcome back Dave and Jennifer. The Union hopes to welcome more brothers and sister back soon.

New Executive Director

Karen Sawislak has been appointed Executive Director of ESC Local 20. Karen comes to ESC Local 20 after six years as Executive Director at University Council-AFT, which represents librarians and lecturers in the University of California system. Prior to joining UC-AFT, Karen was a labor attorney with a wide array of employees and unions. Karen originally came to Northern California as an assistant professor of history at Stanford, where she taught American labor and social history. She holds a law degree from Boalt Hall at UC Berkeley and a PhD in History from Yale University.

Testing

A reminder the ADE test is coming up. Best wishes to all those members that will be taking the test. Based on the popularity of last year's test review, ESC is seeking a test review session following this ADE test. It will only be open to those members who take but do not pass this test.

System-wide Labor Management Meeting

The first system-wide labor management has been rescheduled for January 2011. The Committee will have representatives from all ESC labor management committees. Issues expected to be discussed will be the Committee Charter and any system-wide policy changes.

ESC-PG&E Officer Meeting

As part of the Labor Management Agreement, ESC meets with PG&E Officer's twice a year. Items discussed included staffing and operating plans. ESC leadership met with Giesha Williams, Ed Salas, John Conway and Des Bell. The Union presented a recommendation that all work procedure changes require approval from the Mapping to insure that mapping gets the information it needs to accurately map the PG&E system. Mapping is often regarded as the end of the work process and doesn't get the attention that it deserves. The Union pointed out that mapping is also the beginning of every job. It is the mapping information that project scopes, designs, operations and maintenance are all based on!

Performance Reviews

It's coming up on performance review season. As a result of General Bargaining, management will be using a standardized "9-box grid" for the purposes on a common evaluation process and evaluation date for monthly paid members (not hourly members). Performance standards remain the same. A Steward call was held on 12/8 for the upcoming performance review season. The Union position is that management has the following obligations:

1. Management cannot be arbitrary and capricious (meaning they must justify any adverse rating that affects an employee's Progressive Wage Increase)
2. No Forced ranking. The standards of 15.4 (b) are based on an employee's performance.
3. Consider Improvement. 15.4 clearly references rate of improvement, and those with ratings below successful and target may deserve PWI based on improvement.
4. Employee must be put on notice that PWI will be affected, with sufficient advance notice to attempt to make improvements.
5. The supervisor must identify the specific performance problem(s).
6. There must be an effort on the part of management to correct the specific performance

problem in the review period.

Distribution Engineers

The Union and PG&E met regarding the Distribution Engineer re-alignment. Issues discussed included unclear responsibilities between operations and planning assigned DE's, communications between DE's, and Operation assigned DE workload. The Business Managers grievance is still ongoing.

Scheduling

The Union met with management regarding changes in scheduling work. The Union agreed to participate in formulating a committee to look at how scheduling can be changed to meet customer construction dates. The Committee will consist of Schedulers, job owners, FET's/FE's and Estimators/ADE's.

Mapping

Many ESC members, as well as IBEW members and supervisors met in San Ramon to study what information doesn't get to mapping and why. Redlines, jobs closed before getting to mapping, process changes, communications, staffing and training were just some of the issues identified. The next step will be formulating teams to address the issues identified.

Recently the Union met with PG&E to discuss the scope of Gas GIS distribution map conversion. After the conversion of electric maps the Union pushed hard for mappers to perform quality control checks of the conversions and to have the tools to make corrections to the conversions, in addition that the company involves mappers and GIS engineers in the planning and oversight of the project.

Hiring Hall Pay

Hiring Hall members are reporting pay issues. One issue is that the Union is dispatching Senior Estimators when required by the by-laws and the Company is paying them as routines per their initial requisition. The company is insisting that they may requisition routines and exclude seniors, but ESC does not agree and is challenging this interpretation.

Steward Training

Soon ESC will deliver the 7th and final module of the first system-wide steward training program. Stewards and members interested in being Stewards (or just learning more about their contract) should contact Senior Union Representative Joshua Sperry to participate in next year's training program.

DCPP

The Labor Management discussions at DCPP continue regarding ERO (Emergency Response Organization). The main point of contention is the length and frequency of time that members have had to be assigned to the team. When members are assigned to the team they must stay within 60 minutes of the plant, and fit for duty to respond to emergencies. Some members have been assigned to the team for years.

Holiday Party

Thank to all the Members that attended the ESC holiday party. The weather allowed a great participation. Many Members and ESC staff brought their families. We hope to see you there next year.

Discipline Alert: management has terminated two ESC represented employees for alleged violation of the company's zero tolerance policy of "inappropriate material". The company's policy in USP 1 became effective April 1 and was not bargained with the Union. The Union is pursuing grievances to enforce just cause on the basis that the company's zero tolerance policy is an unreasonable and disproportionate rule, as mitigating circumstances (i.e. first offence, prior conduct, etc) are not considered. Members are advised to purge all company cell phones and computers of material that may be considered pornographic.

Mapping & Monthly Bidding

Executive Vice President Divisions – Tim Brock

Grievances: SO-205 for transmission/local training for immediate response

Committees: 12/1/2010 - Best Practices, Concord RMC

Other: 12/3/2010 - WOF meeting with Bob Woerner, 245 Market San Francisco

12/10/2010 - Area 6 Labor Management, West Sacramento RMC

Vice President Divisions – Joel Foster

11/17/2010 – Attended meeting with Bob Woerner, now Sr. Director of "Work Order Fulfillment" to discuss changes in his organization. Also raised concerns over the creation of "work load balancers" as it sounds like ESC jurisdiction.

11/23/2010 - Attended meeting with LR and Tom French in Concord to discuss work load balancing and new concepts he wants to introduce into the scheduling process which is very much broken.

12/1/2010 – I was elected as Secretary-Treasurer of ESC Local 20.

12/3/2010 – Attended meeting with Tom French and Bob Woerner to discuss engaging ESC members to formulate a pilot to test new ideas in the scheduling process. They are considering pilots in Concord, Fresno and the East Bay.

12/7/2010 – Attended Review Committee in Concord with Joshua Sperry and John Mader. Spirited discussion around forced vacation grievance and beginning level classification grievance.

12/8/2010 – Participated in Steward training conference call.

12/17/2010 – Attended ESC Executive Board Meeting and was sworn in as Secretary Treasurer. Also sworn in were; Wayne Ash, Lou Lucivero and Mark Sims.

12/18/2010 – Attended ESC Local 20 holiday party in San Francisco.

From the Executive Board;

Karen Sawislak has been offered and accepted the position of Executive Director at ESC Local 20. She will report on 1/3/2011 although she has already participated in several functions including the 2011 budget development.

Michael Aidan has been promoted to Assistant Executive Director.

The Local 20 Interview Committee will be conducting interviews of candidates for the central valley rep position on 1/22/2011 in the Sacramento area. We are targeting a start date of 2/1/2011

Vice President General Office – Irving Joe

It's just the normal activity at work always butting heads with Management.

1) Lack of resources - Getting Substation Engineering Projects out on time. The Standards Group who has no Design folks is trying to utilize our group to meet deadlines. Our work comes before Standards work!

2) The issue on Exhibit "I" Substation Design Supervisors want to change the contract without go through the Union. Josh will follow up with a grievance.

Vice President G.C. – Heather Wilson - Excused

Treasurer – Wayne Ash

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.

11/23/2010 – 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 is now named Critical Operating Equipment.

12/02/2010 – Attended Meeting on Distribution Engineer re-alignment in San Francisco with Jeff Deal and Chris Turner which focused on issues in Operating and Planning. ESC Local 20 was represented by Josh Sperry, John Mader, Mike Thibault and I.

12/03/2010 – Attended ERR/COE Core Process Improvement Committee Meeting at the West Sacramento RMC. This meeting was one of four in the system intended to deliver a high level look at the new process for a cross section of employees who are involved in the process and to solicit input on the process improvement from those involved.

12/07/2010 – Attended ERR/COE Core Process Improvement Committee Meeting at Concord RMC.

12/08/2010 – Participated in Stewards Training Call covering Exempt Member Performance Evaluations and Clarification of Storm Season Issues.

12/10/2010 – Attended the Electric Mapping Workout Session in San Ramon. This session led by Electric Mapping is the early stage for a Process Improvement intended to determine and correct issues which prevent accurate mapping records. It was well attended by a good cross section of job classifications for roles which impact the mapping process. Many of our IBEW friends and ESC members worked together for a very long day sorting through issues which may prevent accurate mapping and near the end of the day had the opportunity to evaluate their findings within a benefit to cost framework. This work is likely to be a key piece for the foundation of the coming process improvement.

12/14/2010 – Attended ERR/COE Core Process Improvement Committee Meeting at Concord RMC.

12/14/2010 – Attended ERR/COE training session for SAP and the Interim Process for Distribution Engineers in Operations at Concord RMC.

12/17/2010 – Attended ESC Local 20 Executive Board Meeting in San Francisco.

12/18/2010 – Attended ESC Local 20 Holiday Party in San Francisco.

12/21/2010 – Attended ESC Local 20 PG&E Unit Board Meeting in San Francisco.

Vice President General Office – Alt Bob Goff - Excused

II. Staff Reports

Joshua Sperry

Report items

12/1 – Estimating Best Practices

12/2 – Meeting on DE realignment

12/3 – Mtg with Bob Woerner, also Tom Wright on Substation Diagrams

12/6 – Hydro Upgrades mtg

12/7 – Review Committee (see RC report), DCPM Membership meeting

12/8 – Salinas membership meeting, steward training call

12/9 – Arbitration Hearing (termination)

12/14 – Power Gen LM; Arbitration Hearing (termination)

12/15 – FMCS training on Labor-Management cooperation to deal with health care. Per invitation of Steve Rayburn. Many IBEW bargaining committee members attended.

12/16 – Project Services LM

12/17 – ESC E-board; protest for SME at Mexican Consulate

12/20 – BMIC on 9-box grid gvce; meeting with Malia Wolf on ISTS issues

Report Items:

- Organizing. Planning to file cards with NLRB for Transmission Planning and Metering units.
- Hydro Upgrades gvce: We are looking at splitting the issue and doing two arbitrations.

- Substation Diagrams: We resolved this issue and withdrew our comments from the CPUC proceeding.
- Current Termination arbitration is going to 5 days. Not sure if this is warranted.
- NTSB: will be conducting more interviews Jan 3-7 in Millbrae, I will be sitting in.
- New organizing website is ready! Rebuilt www.joinlocal20.org/unity

LOA's

No LOA's

Discussion Items

- Hardship for Patricia Gomez
- General Bargaining sub-committees and timeline. Proposals exch 6/8-6/9
- Open letter to Geisha Williams re staffing/HH
- System LM cmte appt's
- College Hires into Project Manager
- PM job swap
- "Vote Yes" letter for organizing drives
- Tri-National Energy Network. January 28-29 in LA. Includes USWA, ILWU; Energy and Paper workers (Canada), other Canadian locals; SME and possibly others. Hosted by LA County Labor Federation.
- SME Solidarity Delegation: Presidents Day Weekend?
- Simon Ko, Sr. Design Engineer in Building and Land, died earlier this month. He was still working. Recommend to remember him under Good and Welfare.

Bill Robotka

Date	Primary activity (Location/Members/Mtg Purpose)
Mon, Nov 01, 10	PG&E SRF (Mtg w/ Membs), In Office, N Bay CLC (GOTV)
Tue, Nov 02, 10	So Co BOS on Health Care, N Bay CLC (GOTV)
Wed, Nov 03, 10	WAH, So Co DHS LMC
Thu, Nov 04, 10	Sutter SRO (Health Ins M/C), WAH
Fri, Nov 05, 10	PG&E Corporate Officers Mtgs & So Co Labor Coaliton Mtg Green Eggs & Ham Election Debrief & MPU Annual Mtg in Mt View
Sat, Nov 06, 10	WAH
Sun, Nov 07, 10	WAH
Mon, Nov 08, 10	In Office (OD Unit Board)
Tue, Nov 09, 10	WAH, In Office
Wed, Nov 10, 10	KP SRO-SRF Stewards Training (Petaluma Sheraton), PG&E Area 7 HR
Thu, Nov 11, 10	KP SRF LMC, Mike McGuire (BOS Elect) Town Hall Mtg (SRO)
Fri, Nov 12, 10	Veteran's HOLIDAY, Teleconf w/ Novato Comm Hosp HR

Sat, Nov 13, 10	
Sun, Nov 14, 10	
Mon, Nov 15, 10	In Office (ESC Exec Board) PG&E E&M LMC (245 Market, SF), PG&E Unit Board Mtg (In Office)
Tue, Nov 16, 10	
Wed, Nov 17, 10	PG&E Officer Mtg (77 Beale, SF), KP SRF Lab LMC (SRF)
Thu, Nov 18, 10	KP Nat Agrmt Imp & N Cal LMP Ldrshp Mtgs (Oakland)
Fri, Nov 19, 10	Sutter SRO Layoff Mtgs, WAH
Sat, Nov 20, 10	
Sun, Nov 21, 10	
Mon, Nov 22, 10	In Office (Laptop Switch), So Co Bargaining (SRO)
Tue, Nov 23, 10	In Office (Laptop Pickup), KP SRO (IR/CA mtg)
Wed, Nov 24, 10	Sutter SRO (Layoff M/C), WAH
Thu, Nov 25, 10	Thanksgiving HOLIDAY
Fri, Nov 26, 10	Day after Thanksgiving HOLIDAY (KP SRO Ldrshp/Labor Mtg)
Sat, Nov 27, 10	
Sun, Nov 28, 10	
Mon, Nov 29, 10	WAH, Sutter SRO Layoff M/C
Tue, Nov 30, 10	All Day - KP Stewards Training (ESC Office)

Susan Greenwood

Santa Maria –

Templeton – working on getting new Steward

SLO – usual member issues, following up with DE and Estimator

Bakersfield –

Usual questions

Unequal Estimator pay

Fresno –

Union business time, following

Usual questions

Grievances, sick leave letter, auto progression to be heard

Management e-mail confidential info globally. Still waiting for a response

LR not responding to anything in a timely manner, won't return calls or e-mails,

Have contacted the boss.

DCPP –

Labor Management and Implementation Committee meetings

Grievance issues

ERO – had LR meeting and meeting with Committee met

Approximately 30 people are being advanced due to our new self advancement agreement.

Hiring Hall agreement most of the contractors have been moved to Hiring Hall or let go.

More people are coming into the Hiring Hall every week, still working on process

Management doing our work (more than allowed)

Scheduling meeting to have agreements regarding the outage scheduling, overtime and outage assignments

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

Thelma Dodson - Excused

Glen Westersund

11-17 off, family care

11-18 W Sac RMC, Gateway Oaks, Auburn/Grass Valley

11-19 office

11-22 Gateway Oaks Land

11-23 Hydro issue, Hardship, LIC prep

11-24 Merced cancelled, office

11-25 Holiday

11-26 Holiday

12-01 Discipline, Woodland walk-thru, Florin Perkins walk-thru

12-02 Upgrade, Madera walk-thru

12-03 Upgrade, OT archives, Mapping OT, Storm OT, Hardship

12-06 FET, Prep for Dec 8 Termination LIC, Discipline

12-07 Discipline, Upgrade, Hardship, Steward updates

12-08 discipline, EOT, Steward call-in, Sierra issue

12-09 Stockton walk-thru, Gateway Oaks, Davis walk thru

12-10 Meet w steward, L/M meeting Sac RMC

12-13 EOT Call out, LICs with HR, Sierra issue

12-15 Hardship, Temp upgrades, Storm room, PM upgrade

12-16 Hardship, Auburn EOT, Prep for LIC

12-16 Termination, Storm room

12-20 Termination LIC

III. Old Business

1. IBEW table settlement
2. Class Proposal
3. HH Bylaws

4. Termination Case – MSC (by recommendation of ESC council) to withdraw RC termination case
5. Ben Hudnall Letter PD: Changes
6. Hardship request – Debbie Pernes - MSC for six month hardship transfer

IV. New Business

1. Strategic Report
2. Grievance Report
3. Mapping Special Report
4. Monthly Bidding Special Report
5. Organizing Report
6. Unit meetings
7. Karen's PG&E Briefing
8. Temporary Assignments
9. HH Senior or Routines
10. 3rd Review Committee seat
11. Appointments to LM+ committee (from old business)
12. MSC to withdraw RC # 883
13. Temporary Change in headquarters
14. Hardship request – Elias Guerra - MSC for six month hardship transfer

V. Good and Welfare

MSC for condolences for the Simon Ko family

MSC to offer congratulations to IBEW clerical for ratifying their agreement

MSC to offer a Happy Holiday to all ESC members and their families

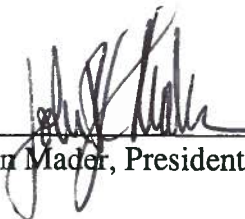
Schedule next board meeting – January 18, 2011

Adjourn Meeting: 3:45 PM

Respectfully Submitted,



Tom Wray, Secretary



John Mader, President

PGE BMG/RC/ARB Report: 12/21/2010

Status	Date Filed	Case Number	Grievance Issue	RC #	Arb #	Type
Status: Settled at RC						
Settled at RC	5/5/2009	9250-38-09	Denied PWI	862		Pay
Settled at RC	4/15/2009	9010-30-2009	Denial of automatic advance to Sr. Engineer	863		Promotion/up
Status: Filed						
Filed	9/9/2008	9000-87-2008	Violation of RC - jurisdiction, design drafting in telecom			Jurisdiction
Filed	7/22/2009	9000-84-09	Clerical collecting Project Deposits			Jurisdiction
Filed	3/18/2010	9000-33-10	Hydro - did not pay 5% promotional increase			Promotion/up
Filed	9/23/2010	20215	Denied temp assignment to Project Manager			Promotion/Up
Filed	9/24/2010	20518	Interview Bypass			Promotion/Up
Filed	9/24/2010	20517	Design work bypass (Prunedale Sub)			Jurisdiction
Status: LIC						
LIC	11/15/2007	9000-94-2007	Transfer of BU via job owner role mapping			Jurisdiction
LIC	6/18/2009	9000-60-2009	"Electric Enclosers guide" - employees not allowed to approach equipment. Filed in order to preserve timeline.			Jurisdiction
LIC	9/25/2009	9000-122-09	DE Re-alignment			
LIC	5/7/2010	20255	Hydro upgrades			
LIC	9/9/2010	20486	Changes to Performance Standards			Other
Status: PRC						
PRC		9060-83-09	Work Bypass - Land/Hydro work			Jurisdiction
Status: RC						
RC	3/12/2010	9000-31-10	Contracting out Traffic Control Plans within 120 days of layoff			Contracting
RC	4/13/2010	9000-44-10	timeliness of 9000-31-10 (traffic control)			Timeliness
RC	5/20/2010	20260	Design group contracting out/5-year plan			Staffing
RC	9/17/2010	20501	Termination (Pornography)			Discipline
RC	9/17/2010	20502	Termination (Pornography)			Discipline
RC	1/13/2009	9030-04-2009	Unwarranted discipline (written)	856		Discipline
RC	2/18/2009	9030-15-2009	Unwarranted discipline (coaching) and harassment	856		Discipline

Status	Date Filed	Case Number	Grievance Issue	RC #	Arb #	Type
RC	1/15/2010	9180-11-10	DML (various/unclear)	865		Discipline
RC	2/19/2009	9060-12-09	SASI Engrs being required to do Project Mgr work (routing documents and doing job estimates)	866		Jurisdiction
RC	2/19/2009	9060-13-09	Stan Cramer ranking transformers for replacement	867		Jurisdiction
RC	2/19/2009	9060-14-09	SASI Engr doing Specialist work (Fire Program database)	868		Jurisdiction
RC	5/11/2009	9060-43-09	SASI Engrs doing mgr work (GRC prep) w/o upgrade	869		Promotion/Up
RC	5/11/2009	9060-41-09	Unequal distribution of workload	870		Other
RC	5/11/2009	9060-40-09	Failure to fill vacancy (Sukhjit Dillon)	871		Staffing
RC	5/11/2009	9060-42-09	Sr. Program Mgr Upgrade	872		Promotion/Up
RC		9180-41-10	Termination (various/unclear)	877		Discipline
RC		9010-19-10	Mgmt doing BU Work (Env)	878		Jurisdiction
RC	7/14/2009	9220-80-2009	Manager doing BU work (Env)	878		Jurisdiction
RC	8/10/2009	9030-92-2009	Oral discipline without cause	879		Discipline
RC	8/10/2009	9030-93-2009	Discipline (DML) without cause	880		Discipline
RC		9020-17-09	Termination (performance)	881		Discipline
RC	6/8/2010	20292	Termination (Attendance)	882		Discipline
RC	1/1/810	9220-06-10	Transferred due to union activity	883		Other
RC	11/9/2009	9000-136-09	Displaced employees not placed into Maintenance Planner	884		
RC	9/11/2009	9000-110-09	Excess Vacation policy	885		Benefits

Status: Arb - No Date

Arb - No Date		9000-43-06	Implementation of USA	816	162	Jurisdiction
Arb - No Date		9110-18-05	Grievant ordered to work in Walnut Creek	822		
Arb - No Date	7/2/2007	9020-52-2007	Termination w/o cause. PRC#556	835	181	Discipline
Arb - No Date	7/20/2007	9030-65-2007	Timeliness of grievance 9020-52-07. Also LOA -86-28-ESC. PRC #556	835	181	

Status: Arb - Date Set

Arb - Date Set	5/29/2009	9250-22-09, 9220-32-09, 9250-48-09	Termination (Performance) plus DML and Written	851	180	Discipline
Arb - Date Set	9/9/1992	9080-124-09	OT for Protection Engineers/"first hour free"	864	183	