

**Post and Distribute**  
**March 2011**  
**PG&E Unit Membership Update**

**Laid-off Members Rehired!**

Capping the Union's continuous effort to push for more staffing, PG&E has informed the Union that it will re-hire more laid off members in March. **All members who were involuntarily laid off and have not already returned to work, have now received re-hire offers.** Please join me in welcoming our brothers and sisters back from layoff! The Union is now intensifying its efforts to see displaced members afforded an opportunity to return to their original headquarters.

**New Union Representatives**

Two new Union Representatives are joining the Union staff. Jennifer Adams joins us from the CSU Employees Union and is assigned to the Central Valley from Maryville to Madera. Adolfo Riedel joins us from SEIU Local 521 and will have PG&E assignments in Areas 2 and 3, and at the General Office.

**Company Driving Policy – Signature Required?**

Stewards are reporting that members are being asked to sign PG&E policy SAFE-1002. This document requires that members "agree" to the policy. The Union advises members to decline to sign on the basis that they are represented by ESC Local 20 and cannot make an individual agreement with PG&E directly. If directed to sign after objecting, do so under protest (i.e. write "signed under threat of discipline" or "signed to acknowledge receipt only") and contact a steward.

**Time Charging for the Recent Record Search Effort**

The Company and Union have agreed to the following guidelines specific to the recent records search effort at the Cow Palace and some other sites. These guidelines do not set any contractual precedents cut and not prejudicial to either party's position. ESC represented Monthly paid employees will be compensated according to their classification's additional time work policies – to be clear, the guidelines below apply to Hourly paid employees but not Monthly paid employees.

1. Travel time from home, the workplace or temporary residence is considered time worked and is used in the calculation of double time.
2. Title 7.5 change of hours is considered to be in effect. All hours not in excess of 12 hours in a work period are paid at 1.5X rate. Time in excess of 12 hours is paid at the 2X rate.
3. Those assigned the 7pm to 7am shift will receive the second shift premium for the shift work and for the time worked travelling to and from the second shift.
4. Employees that were assigned more than 16 hours in a work period due to their shift assignment may be eligible up to 8 hour rest period during their normal schedule hours.
5. Those that were directed to report to work on Sunday and were cancelled after the end of the Friday shifts will receive a 2 hour minimum at the 1.5X rate and any actual travel in connection therewith.

### **Scheduling Pilot Project**

There is a pilot of changes to the way work is scheduled. The Scheduling pilot participants have been finalized for the Fresno area pilot. One specific difference is to reserve a percentage of crew availability for emergency response. It is expected that the results will be evaluated in April.

### **Mapping Update**

The Union received an advance summary of the Company's planned re-organization of Mapping. Management says the plan will involve a staffing increase in Mapping, opening a new Mapping office, and NO layoffs or displacements of any current employees. The Union will seek to establish a joint productivity committee on Mapping and will continue to monitor Management's communications and roll-out of the re-org plan.

### **Storm Season**

It's storm season, so many ESC members will be working long and difficult hours helping to restore power to PG&E customers that lose service. ESC Local 20 hopes that members will accomplish their tasks in safety.

### **Critical Operating Equipment Process Improvement**

The ERR/COE Process Improvement Committee is developing process improvements for Electric Transmission, Substation and Distribution equipment which has previously been known as Equipment Requiring Repair or The ERR List. The committee is scheduled to roll out the new process improvements system-wide beginning March 27<sup>th</sup> 2011 under the new name **Critical Operating Equipment**. This new name is consistent with an elevated status 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) who have been working on process improvements at various times since August of 2010.

### **General Contract Bargaining**

This is a bargaining year. June 8<sup>th</sup> is set as the date to exchange proposals with PG&E. In preparation for bargaining, a series of Unit meetings are being held. Please make every effort to attend the meeting in your area.

In addition, a steward summit will be held April 9<sup>th</sup> following the annual membership meeting. The steward's summit will focus on the bargaining survey of the membership. The Bargaining survey will be conducted following the summit so that Stewards can assist members' participation in the survey. The results of the survey are the main vehicle for the Members to make their voice heard to the Union. Every member's response is considered by the PG&E Unit Board. The Union strongly urges members to attend the annual meeting and to participate in the bargaining survey.

Also to support bargaining, a number of Union-Management educational committees are being conducted in the months leading up to the beginning of bargaining.

<b>Committee</b>	<b>Purpose</b>
Benefits Education	ESC, IBEW, and PG&E meet to discuss benefits possible ways to improve and lower cost of benefits for PG&E employees.
Contract clean-up	To develop recommended language to adopt into the Contract incorporating grievance settlements and Letter of Agreements to simplify the application of the contract.
Exempt Staffing, also called “Monthly bidding”	To develop recommendations for consideration by the Bargaining Committee related to the filling of Monthly-paid classifications.
Hiring Hall	To develop recommendations for consideration by the Bargaining Committee related to the application of the Hiring Hall agreement to all ESC classifications.
Land Department	To develop recommendations for consideration by the Bargaining Committee related to Land classifications job descriptions and requirements

All committees have met at least once as of March, 2011. In the most recent benefit committee meeting the PG&E presented evidence that by 2018 most PG&E health plans will be subject to the excise tax.

**Solidarity**

The Union is working in solidarity with the entire labor movement to support workers struggling for collective bargaining rights in Wisconsin and other states. The attack on workers is not limited to government workers in Wisconsin. The need to stand together is highlighted by recent media articles critical of PG&E employees’ benefits and their effect on rates.

In solidarity,

John Mader



President, ESC Local 20