



PG&E EXECUTIVE BOARD ~ PUBLISH



APRIL 19, 2011

Call to order: 9:25 am

Board Members:

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

Review Agenda
Review March meeting minutes

CORRESPONDENCE

1. Hardship Request letter, member from Stockton

I. OFFICER REPORTS

President – John Mader

Committees Attended: Hiring Hall, Monthly Staffing, Area 2 and 7 Labor Management, E&M Labor Management, Review Committee, Estimating Best Practices.

Co-conducted Steward Training; Discipline and Grievances of Discipline.

Issues Dealt with: AB 569 questions, PM Hiring Hall, Re-hires (still smiling)! Unit meetings in Santa Rosa. Ambassador Program.

Held a Unit Meeting in Santa Rosa following Area 7 Labor Management. Area 7 Labor Management is very successful venue for resolving members issues.

The Annual meeting was very successful. The meeting includes highlight of successes and challenges that face Members at all ESC employers. The United Airline Campaign was highlighted. The Union is seeking volunteers for a letter writing campaign to Continental Engineers.

Arbitration (see grievance report)

The Companies communication on implementation of AB 569 and timecards left many members confused. The implementation of AB 569 removes the payment of a missed meal penalties. It does not change the Contract 7.4 overtime for meal moved more than 1 hour, meal allowances in title 16 are not changed!

April's steward training was on the grievance procedure. A May training is on Union jurisdiction. Members who are interested in learning more about their contract or potentially being stewards should contact Josh Sperry to participate.

Attended meeting with the WOF organization regarding alternative work schedules. Management doesn't want impact to customers. The Union is pushing for a pilot of alternative work schedules that includes Local headquarters.

The Scheduler Pilot is underway. It seems that the effort is revolving around Schedulers attending local work scheduling meetings rather than relocating the Schedulers. Many Schedulers in Concord want to be relocated, Fresno Schedulers do not.

Project Services attempted to roll out new Project Manager Performance standards. The Union engaged in a vigorous discuss regarding this. It was pointed out that there are already negotiated performance standards. It was agreed that that both parties will seek to reach the standards as goals and not related the 15.4 PWI standards.

Management intends to issue Distribution Engineers Black berries. The Union strongly objected to any unpaid work, stand by or on-call. In addition the Union insists that DE are not required to carry these devices off hours when a contact number is provided.

The Union will be forming the Mapping productivity committee in May. The Committee will discuss the mapping re-organization and duties to be performed in the central local and regional centers.

Upon the Union's insistence PG&E clarified that ESC members may schedule future vacation that will be accrued. Members may only take the vacation once earned. Many supervisors were refusing to schedule future based on the IBEW contract.

SR UR Josh Sperry is organizing a displacement chart of the location and status of all members still displaced to facilitate the Unions effort to seek return of displaced members to their original HQ is so desired.

Rep Assignments (see Karen's Report)

Now that involuntarily laid off members are rehired (!) there will be beginning level positions in estimating and Senior New Business Representatives that can be filled by bidding. Displaced members with "A" rights to their former HQ and HQ/Classification, that wish to return, should submit their bids to classifications they are qualified for in their former HQ as well as their former classification. In addition members that were displaced out of their former line of

progression may be eligible to exercise “A” right to their former classification to the first available position. Members interested in exercising “a” rights to their former classification need to submit bids with “a” rights to that classification in every HQ that has that classification. They should also review the new job in HQ in the bid system in case their former classification is posted in a new HQ.

The second season of unified monthly classification progressive wage increase (PWI) have been completed. Of over 900 members in monthly paid classifications 10 were denied their PWI’s. The Union position is that PWI denials be based on negotiated performance standards, expectations be communicated to members, perceived performance issues be communicated, management implement performance improvement plans and members have the opportunity to address issues in the review period. While the total number of denials is low the Union is reviewing individual cases for compliance with the PWI denial requirement criteria.

The Union is currently changing to a new provider for the Unions website and email. During this time information on the Union’s website is changing. If there is information you cannot locate please inform your Union Rep or Officer.

Newly rehired members have reported that they weren't receiving credit for sick leave balances earned before layoff. Using the steward database Sacramento Steward Debra McKenzie found the governing language that did restore sick time balances! All re-hired members sick time is being restored. Debra's actions are an excellent example of an active steward using the new tools and training provided by the Union to ensure members rights are observed. The ETP committee convened to clarify the re-hired estimators return to the progress in the module they left at. However since the majority of returning members will have an ETP module test in May members may request a study delay for this module test.

Bargaining

In anticipation of Bargaining a Steward Summit was held at the ESC Local 20 Annual meeting. The Steward summit focused on the work the Union has been doing to prepare for bargaining, the formation of the CAN (Communication Action Network) to facility member involvement in bargaining and the initiation of the bargaining survey. The survey is the main instrument that members inform the ESC PG&E Unit Board of the Unions Goals for bargaining.

The Survey was active immediately follow the summit until April 18th. Numerous post and distribute notices were sent to members, reminders from Union Officers and Staff as well as posting on the Unit Website.

Also to support bargaining a number of educational committees are being conducted in the months leading up to the beginning of bargaining. Below is a progress report on the committees

Committee

Benefits Education

Purpose

ESC, IBEW, and PG&E continued meetings to discuss the rising costs of health care and potential ways to address it. Kaiser Permanente did a presentation on their version of a Kaiser HSA plan.

Contract clean-up	Work progress to integrate numerous LOAs (such as LOA 04-13 mapping titles) into the contract. In addition work has begun to scope the changes required to incorporate all new classification (from DE's on) into Exhibit D.
Monthly Staffing	Talks concentrated on the mechanics of using the bid system to track ESC jobs posted in talent connect or altering the way jobs are posted in talent connect to emulate the bid system.
Hiring Hall	Talks focused on a potential procedure to establish category 4 eligibility for monthly classifications in the hiring hall and revamping the hiring hall application.
Land	This committee met twice to discuss testing and job description of Land and Land/CRE classifications.

Steward Database: Stewards are reminded that the steward database is searchable electronic database of grievance decisions, arbitration summaries, Letters of Agreement, prior contracts and much more. Call or Email me for access information.

Vacation Scheduling:

Other Committees: LM Area 2, 7, DCPD

Executive Vice President Divisions – Tim Brock

Grievances:

First step: SO-205 crew replaced transformer in advance of estimating. Did not call estimator.

First step: SO-205 crew installed part 57 HSB cutouts on mainline, a single phase device on the source side of a capacitor. Did not consult estimating, did not consult the distribution engineer. No numbers were assigned, no circuit map change sheet. Company agreed to remove cutouts.

March 31st, Concord: Hiring hall committee. Committee met to discuss Hiring Hall process and to re-vamp the application. The application to include Project Managers, Distribution engineers, Senior New Business, IPEs and other monthly positions that have been added to the unit.

April 6th, Best Practices: discussed updates for mapping, estimating. Company gave update on CCAR. Company to look into problems with Urban wildfire areas, where recent bulletin is not clear about when to consult estimating or the Des. Crew replacing part 44H with part 63s or part 75s without checking fault dutys.

April 8th WOF meeting in San Francisco with Bob Woerner. Meeting canceled.

April 9th, Annual meeting in San Francisco. Updates from the local units. In addition received updates from or legal council for arbitration cases. Nice turn out and good to see everyone there.

April 11th, Like for like risk analysis meeting with Bob Woerner, San Francisco. Company and union met to discuss company's plan to replace facilities like for like. Company agreed to include ADEs and subject matter experts in discussions. Company looking for cheaper, faster, safer, better ways to replace facilities without estimating.

April 13th, Hiring Hall committee, discussion continued on the hiring hall process revamp. Application to include skills assessment for project managers etc such as PMP certification.

April 18th, Richmond: Storm room process. Met with company to go over the Incident command structure and the 14 step process adopted as part of the nation wide effort to mirror outside agencies in the emergency process. It is not clear how estimating fits in. The company believes estimating is part of planning. However union maintains that estimating is part of operations when involved in assessments and would need appropriate training when needed, such as helicopter training, flagging, standby, and fall protection.

Vice President Divisions – Joel Foster

3/17/2011 – Attended Benefits Education Committee meeting at IBEW Local 1245 hall in Vacaville with Karen Sawislak and John Mader. This is continuation of the meetings to discuss the rising costs of health care and potential ways to address it. Kaiser did a presentation on their version of a Kaiser HSA plan. The presentation did not go well.

3/18/2011 – Attended WOF monthly meeting with Bob Woerner in San Francisco. Bob agreed to set up two meetings; one to discuss the “In Kind” replacement efforts that have been ongoing w/o union involvement and a meeting to discuss alternative work schedules.

3/21/2011 – Attended California State Federation of Labor Legislative Conference in Sacramento with the LEAP committee.

3/23/2011 – Attended pre-bargaining Hiring Hall meeting at Concord RMC to continue discussions around jointly desired changes to HH process and administration.

3/28/2011 – Attended ESC Executive Board meeting in San Francisco

3/31/2011 – Attended pre-bargaining Hiring Hall meeting at Concord RMC to continue discussions around jointly desired changes to HH process and administration.

4/5/2011 – Attended Review Committee at Concord RMC.

4/6/2011 – Attended Estimating Best Practices Committee meeting at Concord RMC. Discussion continued around plug in electric vehicles, CCAR process and other training issues surrounding pole calcs and record retention. Attended a presentation of the company's proposed online ballpark cost calculator with Tim Brock. It is very basic and probably will be helpful. I don't see this as an infringement of ESC jurisdiction in its current form.

4/7/2011 – Attended Area 7 Labor Management meeting with Karen Sawislak and John Mader. Another successful labor management meeting, well attended and great discussion.

4/9/2011 – Attended ESC annual and PG&E Steward Summit meeting in San Francisco. This was the kick off of the bargaining survey and the action plan for steward CAN network.

4/11/2011 AM – Attended meeting with IBEW Local 1245 at their hall to discuss health benefits with their consultant “Community Campaigns for Quality Care”. The consultant is proposing an approach to bargaining highlighting the huge amount of waste inherent to current health care systems. They would like there to be a joint effort between IBEW, ESC and PG&E to do a “PAC Analysis” of current health care programs. PAC means “Potentially Avoidable Complications”. An example of a PAC expense would be; a diagnosed asthmatic person ends up in the hospital with an asthma attack. The theory being that a person diagnosed with asthma and well managed, would not and should not end up in an ER with an asthma attack. This approach is new ground for labor unions in California and is very intriguing.

4/11/2011 PM – Attended meeting with Bob Woerner in San Francisco to discuss emergency response as it pertains to ESC involvement. We agreed on a statement to address what we are trying to achieve; “Can we restore service faster, increase safety for employees and the public, and increase overall reliability? If so, what is the impact on Standards Procedures Costs Documentation? ”There will be future meetings to discuss this issue.

4/15/2011 – Attended meeting with Bob Woerner and Tom French to discuss alternative work schedules for ESC members in WOF organization. Once again, we came up with a statement and will meet in the future to try to work out a pilot program. Potentially

4/18/2011 – Hosted a meeting in Richmond with PG&E managers and the program manager of the emergency response organization to discuss ESC roles in major events and storms. Tim Brock, Joshua Sperry, Adolfo Riedel, John Mader and Steve Annuzzi also attended. The meeting was very productive and next steps have been identified.

Vice President General Office – Irving Joe

March Madness Stress is very high at the work place and was called in to handle a couple of case to calm employees and supervisors.

March 29th Attended the Planning Engineers noon meeting

March 29th First Step Supervisor for threatening employee

April 4th First Step Supervisor for not promotions employees

April 7th Local Workload Oversight meeting

 a) Outsourcing approx 70%.

The Company’s position is there still plenty of work for in-house folks. Union position is we’re becoming checkers for contractors work when the contractors are paid for checking. The Company is still understaffed according to the Union.

April 11th-18th Vacation

Vice President G.C. – Heather Wilson Excused

Treasurer – Wayne Ash

3/15/2011 – Attended Company-Wide ESC Labor Management Meeting in San Francisco.

3/15/2011 – Attended ESC Local 20 PG&E Unit Board Meeting in San Francisco.

3/22/2011 – Attended the 2nd meeting of the Joint Committee on Exempt Staffing at ESC Local 20 headquarters in San Francisco. Meeting with the company to review Talent Connect, discuss issues, and compare Talent Connect requirements with job bidding requirements. Participants included John Mader, Tom Wray, Greg Langan, Martha Bowman, and our Senior Business Agent Joshua Sperry.

3/24/2011 – Attended meeting with Generation Interconnection Services at the Concord RMC to work out the current Process Map. Attendees included Josh Sperry, John Mader and PG&E Unit members representing Service Planning and GIS.

3/28/2011 – Attending the March ESC Local 20 Executive Board meeting at the ESC Local 20 headquarters in San Francisco and reported out on PG&E Unit issues and concerns.

4/5/2011 – Attended the 3rd meeting of the Joint Committee on Exempt Staffing at Concord RMC. Met with the company and continued to review the process of filling of Exempt BU Positions and examine areas of mutual interests. Outlined some specific areas of ESC and company interests to see where common interests line up. Participants included John Mader, Tom Wray, Greg Langan, Martha Bowman, and our Senior Business Agent Joshua Sperry.

4/6/2011 – Participated in Stewards Update and Training Call covering the Grievance Procedure.

4/9/2011 – Attended ESC Local 20 Annual Meeting in San Francisco and reported out on PG&E Unit Business. Several members commented positively on the high level of energy and enthusiasm for our 2011 ESC Local 20 Annual Meeting which was well attended.

4/12/2011 – Attended the 4th meeting of the Joint Committee on Exempt Staffing at Concord Service Center. Met with the company and continued to review the process of filling of Exempt BU Positions and examine areas of mutual interests. Participants included John Mader, Tom Wray, Greg Langan, Martha Bowman, and our Senior Business Agent Joshua Sperry.

4/19/2011 – Attended ESC Local 20 PG&E Unit Board Meeting in San Francisco and took meeting notes.

Scheduled

4/25/2011 – Attending the April ESC Local 20 Executive Board meeting at the ESC Local 20 headquarters in San Francisco.

5/3&4/2011 – Will be attending the 5th and 6th meeting of the Joint Committee on Exempt Staffing at Concord RMC.

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 calls, discussions and votes, mapping symbols subcommittee and Critical Operating Equipment (COE) Process Improvement.

Vice President General Office – Alt Bob Goff

04/09/11 – Attended ESC annual meeting in SF. Thanks to the ESC staff who did a great job supporting this event.

Ongoing – Co-chair of DCPD engineering labor/management committee. Continuing agenda items are supervisors doing ESC work and staffing shortages. Current actions are pending to clarify outage OT pay across groups and upgrade pay.

II. Staff Reports

Executive Director - Karen Sawislak

1. Labor-management meetings. Attended various standing labor-management committees: Area 7 Labor-Management (4/7); Area 2 Bay Region Labor-Management (4/15). Attended two meetings convened by Bob Woerner to launch studies of particular issues – Storm Response (4/11) and Alternative Work Schedules (4/15).
2. Pre-bargaining meetings. Participated in initial meetings of hiring hall committee and exempt staffing committee to gain a better understanding of the issues those groups will address. Have reviewed mission of contract clean-up committee with John, Josh, Thelma, and Adolfo. Attended Joint Benefits Education meeting at IBEW hall on 3/17 and special briefing on possible PG&E plan for high-utilizers on 4/18.
3. ESC staffing for PG&E unit. New assignments for all PG&E reps have been finalized; message sent to stewards on 4/17; corrections sent to stewards on 4/18! The listing of current PG&E assignments is attached at the end of this report.
4. Membership meetings. Attended membership meeting at Santa Rosa on 4/7. Meetings planned for late April for members in Stockton.
5. Monthly meeting with LR. Had regular monthly meetings with Steve Rayburn on March 22; next meeting is April 26.
6. Outreach to/Coalition with IBEW. Have attended two meetings with IBEW health care consultants from CCQC on April 7 and April 11. The consultants are proposing a new approach to health care bargaining that requires PG&E to analyze the amount of money spent of health care that is wasted, and works to correct that waste, thereby saving on health care costs.
7. Steward training. Conducted steward training with J. Mader and J. Sperry on 4/6. Attended steward summit held in conjunction with Annual Meeting on April 9.
8. HR Service Center Orientation. Met on April 6 with Melinda Dolayo, HR Service Center Director in Concord, to learn about the scope of her operation and how our members access information about their benefits.
9. Political Activities. Attended CPUC en banc hearing re: San Bruno on April 5. Established contact with District Director for Assemblymember Jerry Hill at event on April 12. Have been

briefed on gas safety bill (SB 705 – Leno) currently in Legislature by UWUA representations Carl Wood and Dave Sherman (So. Cal. Gas).

CURRENT PG&E ASSIGNMENTS FOR ESC LOCAL 20 STAFF REPS

Joshua Sperry:

1919 Webster Oakland
SFGO (except PowerGen/Hydro and Land Department)
Walnut Creek (Gas Transmission)
Concord Service Center

Thelma Dodson:

Area 1 (all local headquarters)
Area 2 (Antioch, Oakland, Richmond, Emeryville, Concord RMC)
ATS (Applied Technology Services, San Ramon)
Environmental Services (San Ramon)
Land Department
Labor-Management Committee

Jennifer Adams:

Area 5
Area 6 (Auburn, Placerville, Grass Valley, Marysville)
Area 6 Sacramento Divisions (Vacaville, Davis, Woodland and Sacramento (Local Headquarters and RMC)
Auberry Hydro

Adolfo Riedel:

Area 3
Area 2 (Fremont, Hayward, Livermore)
SFGO (Land Department and Power Gen/Hydro)

There have been no changes **to the areas covered by** Bill Robotka Area 6 (North Valley Division) and Area 7 **and** Susan Greenwood (DCPP and Area 4).

Joshua Sperry

Report items

3/17 – Project Services LM
3/22 – Monthly Staffing cmte
3/23 – Hiring Hall Cmte, GIS meeting
3/24 – Session on Generation Interconnection
3/28 – Arbitration (Termination)
3/29 – Unit meeting, Transmission Planning
3/30 – Contract Cleanup Cmte
3/31 – Hiring Hall Cmte, Contract Cleanup Cmte

4/5 – Review Cmte, Monthly Staffing Cmte
 4/6 – Estimating Best Practices
 4/7 – Unit Meetings at GO: Hydro Dept, Land Dept, w Adolfo, LIC on GIS contracting gvce
 4/11 – Mtg w Bob Woerner, scoping of Emergency Response improvement project
 4/12 – Monthly Staffing Cmte
 4/13 – Mtg w CGT stewards; Hiring Hall Cmte

- Monthly Staffing Pre-bargaining Committee. Need to combine Bid System with Talent Connect. Hoping for a form of A, B and C bidding rights for monthly jobs.
- Hiring Hall Pre-bargaining Committee. Re-doing application. Will have twice-annual “planning sessions” with management. There may be more screening for Monthly jobs.
- Contract Cleanup Pre-bargaining Committee. Going well, should lead to a lot more information in main contract body, and more clarity.
- Hydro: Upgrades grievance will have to be arbitrated, all 20 grievants! Working on JSF.
- GIS jurisdiction: had 2 meetings with upper ISTS management, also the grievance meeting. A third ISTS meeting may lead to some positive clarification of ESC jurisdiction.
- Gas Transmission: lots of issues here. 4 main areas of work:
 1. Traditional CGT
 2. Hydrotesting. No ESC estimating, work will be turned in to CGT Mapping.
 3. MAOP Group – 18 estimators, 1 ADE, no shop steward. I am planning to meet with members here on 4/25.
 4. Pipeline 2020. All non-ESC. Will have a lot of the valve installation, pigability upgrade, and pipeline replacement work.

LOA’s

Japan Tsunami Relief, 1 Vacation Sale

Bill Robotka

Date	Primary activity (Location/Members/Mtg Purpose)
Tue, Mar 01, 11	So Co BOS, KP SRF LMC (Conf Call)
Wed, Mar 02, 11	Petalum Sheraton (Memb Mtg - DHS), SoCo DHS LMC(Conf Call), Chico PG&E
Thu, Mar 03, 11	Chico PG&E LH (McRee LIC)
Fri, Mar 04, 11	Redding PG&E LH (Memb Mtgs)
Sat, Mar 05, 11	Wah
Sun, Mar 06, 11	Wah
Mon, Mar 07, 11	KP SRO Ldrshp/Lbr Mtg, Buick Servicing
Tue, Mar 08, 11	KP SRF OD LPPC, SEIU L1021 (SRO)
Wed, Mar 09, 11	In Office (EPA Mtg), Drive to Sacramento (Area 6 LMC)
Thu, Mar 10, 11	Sacramento PG&E RMC, Drive to Chico (PG&E Memb Mtg)
Fri, Mar 11, 11	Redding PG&E LH (Memb Mtgs), Chico PG&E LH/RMC (Memb Mtgs), drive

home

Sat, Mar 12, 11 N Bay CLC Planning Retreat

Sun, Mar 13, 11 WAH

Mon, Mar 14, 11 In Office (Laptop repair), So Co Pension Committee

Tue, Mar 15, 11 In Office (PG&E Unit Board)

Wed, Mar 16, 11 In Office (Staff Meeting), So Co MHS (Emp Reprimand Mtg)
Sutter SRO (Pharmacy Mtg), SoCo Jt LM Benefits Comm, Civil Service
Commission

Thu, Mar 17, 11 SoCo CAO(Pension&Retiree Medical), SoCo Bargaining, Sutter SRO(SocWkr
Mtg)

Fri, Mar 18, 11

Sat, Mar 19, 11

Sun, Mar 20, 11 WAH

Mon, Mar 21, 11 In Office (OD Board), Sutter SRO (Pharmacy Issues)

Tue, Mar 22, 11 WAH, KP SRO (Mtg w/ UHW Rep)

Wed, Mar 23, 11 CKPU Union Coalition Learning Academy - San Jose, KP SRF OD Mtg (Call In)

Thu, Mar 24, 11 CKPU Union Coalition Learning Academy - San Jose

Fri, Mar 25, 11 CKPU Delegates Conference - San Jose

Sat, Mar 26, 11 CKPU Delegates Conference - San Jose

Sun, Mar 27, 11 CKPU Delegates Conference - San Jose, KP Optical Lab - Richmond, CA

Mon, Mar 28, 11 In Office (ESC Ex Bd), So Co Pension Committee

Tue, Mar 29, 11 KP Stewards Trg (Ods) - Richmond Optical Lab, So Co Pub Action Comm (SRO)

Wed, Mar 30, 11 So CoHR (PRMD EHS Reclass), WAH

Thu, Mar 31, 11 KP SRF OD Scheduling Mtg, WAH

Susan Greenwood

Santa Maria – scheduling site and Steward visit

Templeton – working on getting new Steward

SLO – usual member issues, grievance on a DE issues, Estimator issue

Bakersfield –

Usual questions

Unequal Estimator pay

Getting new stewards

Stewards meeting membership invited

Fresno –

Usual questions

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.

Held L/M and manager meeting, scheduled another for April
Stewards meeting scheduled for April

DCPP –

Labor Management and Implementation Committee meetings

Grievance issues

ERO – had LR meeting and meeting with Committee met

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

STIP issues

Major NRC inspection in April

Outage in May

Annual meeting in SF

Thelma Dodson - Excused

Jennifer Adams

3/1 - Kaiser meetings

3/2 - Sick

3/3 - Kaiser representation

3/4 - Kaiser meeting

3/7 - Office - phone calls w/ terminated members (Erik Keillor and Robert MacKinnon)) re
appeals (PG&E)

3/8 PG&E Auburn - visited with all members in all depts; took stewards to lunch - Sean Smith,
Dan Hitchman, Wayne Ash, Kurt Griffin

3/9 - Kaiser site visit

3/10 - PG&E LMC / membership meeting w/ Karen, John, Joel @ Sac RMC all day

3/11 - Kaiser meetings

3/14 - Kaiser visits

3/15/11 - PG&E Unit Brd mtg - ESC

3/16/11 - ESC Staff meeting; office all day

3/17 & 3/18/11 - Fresno visit: met with CLS's (all shifts) and OD's at Kaiser Fresno; met w/
Henry French from PG&E.

3/21/11 - ESC Optometry Unit Mtg

3/22/11 - Kaiser LPPC Stockton

3/23/11 - Met w/ Mike and Katharine Reeves regarding Auburn and Sac RMC issues; took them
to lunch

3/24,25,26,27/11 - Attended CKPU Learning Academy and Delegates Conference in San Jose.
3/28/11 - ESC Board mtg
3/29/11 - Terminated PG&E member Robert MacKinnon EDD Hearing - won appeal!!
3/30/11 - Stockton Kaiser - Lab Realignment
3/31/11 - Auburn PG&E visit; lunch w/ Ron David & Marty Nepper

Adolfo Riedel

A. **Negotiations:** During this time period Adolfo focused on contract negotiations issues that include:

1. Contract negotiation clean-up projects:
 - a. Attend meetings in relation to contract clean-up.
 - b. RC Project: Locating, scanning and posting of RC 600 series.
 - i. Status: AR has identified the discrepancies and began pulling RC from our records for scanning and uploading
 - c. "Easy Fix" Contract language modifications:
 - i. AR attended meeting w/ Jeff Delaney to discuss topics identified by the team as easy issues to fix in the contract.
 - ii. AR is in the process of capturing all identified changes (46 of them) and creating a word document for each one capturing: background, existing contract language and proposed changes.

B. **Reaching Out To Members:** Further, Adolfo continues to meet members and leaders of his assigned areas; the following is a list of meetings completed and in the works:

Completed: 4/7 – Unit Meetings at GO: Hydro Dept, Land Dept, w Adolfo, LIC on GIS contracting **NOTE:** meeting led to identification of CAN members for Land Dept and identification of potential Hydro hourly group stewards.

In The Works:

1. Thelma and Adolfo are scheduled to meet in Livermore/Pleasanton on Friday the 22nd of April.
2. Adolfo is working with Caren and Bill to schedule visits in the Central Coast region. Expected to have meetings by the end of April.

C. **Representation:**

Peninsula/South Bay Labor management – Adolfo attended meeting to meet members and to begin transition process. One of the biggest topics of discussion was the storm call out procedures. Members identified several issues and we concluded that there needs to be a conversation about the subject at a regional level despite having made attempts to solve the issues in the past at a local level.

Best Practices Estimating Meeting – Adolfo attended best practices meeting where the group continues to work on issues related to the estimating practice. That includes the storm call out issues.

Meeting w/ Management to discuss Storm Issues – Josh and Adolfo attended meeting to begin the process of identifying issues during storm response periods. Central issue at meeting was jurisdiction of our members’ work and understanding the process management uses to respond to storms. This meeting will prove to be useful in having similar discussions at Adolfo’s areas.

III. Old Business

1. Strategic Report
 - i. Bargaining Campaign
2. Grievance Report
 - i. RC Committee
3. Regulatory Report
4. DCPH Hiring Hall back dues settlement
5. Hardship transfer extensions based on rehires
6. GC proposal -
7. Clearances -
8. Tsunami agreement – Donate employees vacation sales to Tsunami victims,
9. Hardship Request letter - Tom Porter, requesting move back to Petaluma or Santa Rosa. Additional documentation required
10. Proposed LOA - Project Manager/Project Engineer assignments for PE – MSC to approve
11. Proposed LOA - A Neuvert letter agreement - MSC to approve
12. Proposed LOA - Nancy Gusack reclassification - MSC to approve

IV. New Business

1. Strategic Report
 - a. Bargaining Campaign
 - b. CAN network
 - c. 1st Activity
 - d. PG&E Works because we do STICKERS
2. Grievance Report
 - ii. RC Committee
 - MSC: HASS - Recommend to Eboard to Proceed to Arbitration if needed.
 - MSC: Env Svc’s PL2 Grievance – company offer – and new Principal position
3. Regulatory Report
4. DCPH HH 401K offer
5. Transmission Planning Bargaining Committee, stewards
6. Ambassador’ Program – after consultation with President Mader and ED Karen Sawislak and Joshua Sperry, I told Jeff Delaney that ESC approved this.

7. Karen discussed KNOVA, the Joint Benefits Committee and High Benefits Users
8. Bargaining Survey results
 - a. Bargaining Committee
9. Potential Proposals

V. *Good and Welfare*

1. MSC: Wishing Good Luck to Rehired member May ETP testing.
2. MSC: Congratulations to Peggy Hankins, Electric ADE in Santa Rosa, and ESC Steward, who retired on March 29th.
3. MSC: Thanks to Ray Yazzolino and Michael Bachiller for volunteering for the Transmission Planning bargaining committee, and new Transmission Planning Shop Stewards Josh Glidden and Zach Cramer.

Schedule next board meeting: May 17, 2011

Adjourn Meeting: 5:47 PM

Respectfully Submitted,

Tom Wray, Secretary

John Mader, President

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