



ESC Local 20 PG&E Member Bulletin: February 13, 2017

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Update on ESC Involvement in PG&E Service Planning Improvement Project

To ESC members in Service Planning and other areas,

Information has become available to Members regarding potential management plans to simplify tools, procedures, tariffs and develop customer tools designed to automate or eliminate some work in estimating.

Meeting with Management

John Mader, Joel Foster, Joshua Sperry and John Super (Electric ADE, Concord) met with Raj Beasla and Barry Anderson of upper management on Feb 9 to discuss the Company's plans for Service Planning Improvement. Management told the Union that it was the intent to engage the Union prior to work on simplifications and process improvement.

Management informed the Union that despite the information referenced above they do not have fixed plans regarding the number of future HQs, but that they see a great need to improve processes and efficiency in Service Planning. The Union agreed that it is necessary to improve PG&E's efficiency and affordability, but the Union had deep concerns regarding location security, jurisdiction and not eliminating necessary work. In addition the Union raised concerns about assignments to applicant design teams and contractors. Management clearly communicated that it was not intending to replace estimators with applicant design or contractors.

The Union agreed to engage and work with management on this project. ESC will appoint Subject Matter Experts who will work with a management team on process improvements, simplification and the implementation of new tools.

No Impact to Employees at this Time

Many members have asked about layoffs or voluntary retirement buyouts. To be clear, when asked directly management said they do not have plans at this time, but if there should be FTE savings they expressed a preference for using attrition. During the meeting, the Union stressed that if process improvements lead to greater efficiency such that not as many Full Time Equivalents (FTE's) are needed, the contract requires that the first action would be to bring back work currently being performed by contractors, in order to keep all in-house employees fully employed.

The Company mentioned relocations of employees as one possible outcome in this project, but expressed a preference for voluntary moves and incentives, such as ESC negotiated for Distribution Engineers. In the case of Distribution Engineers all employee impacts were mitigated, after intense negotiations.

The Union anticipates any impacts to employees would be negotiated and members will have advance notice. The Union will begin ad-hoc negotiations as practical to address the members' concerns over

location and employment security and the need for more information. The Union will work to engage all the potentially affected members. Again, no proposals were made and negotiations on any potential impacts have not even begun.

In solidarity,

John Mader, ESC President

Joel Foster, Vice President of Divisions, ESC PG&E Unit

Joshua Sperry, Sr. Union Representative