

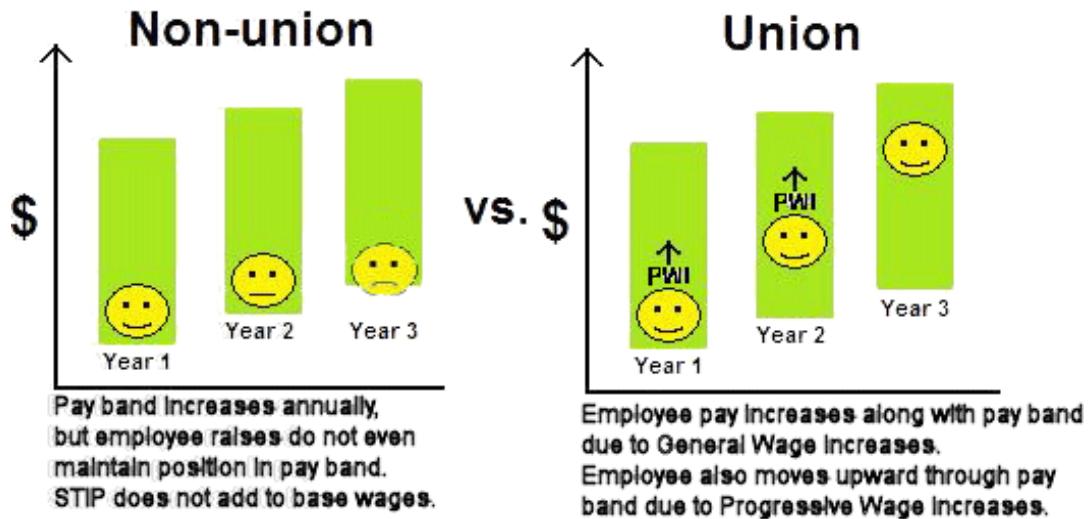


The Benefits of ESC Local 20 at PG&E .rev 2020

COMPENSATION

Many non-union employees feel that they cannot advance in their pay band. All too often, wage increases for non-union employees at PG&E happen along with adjustments to the pay band; the result is that although your pay has gone up, your position in the pay band has not changed. STIP bonuses can be substantial, but they don't raise your base pay.

The union system is different. All union-represented employees are guaranteed to reach the top of their pay band, provided they have adequate performance evaluations. This is because union employees get an annual Progressive Wage Increase (it can be withheld for poor performance, but employees have strong rights in that process) if they are not at the top pay for their job classification. This increase is in addition to the annual General Wage Increase, which moves up your pay band while maintaining your position in the band. In other words, ESC represented employees get 2 raises a year. The PWI moves employees upwards in the band from year to year, so that everyone reaches the top.



Therefore, the biggest question for many employees is what their salary bands would be after joining ESC. All of ESC's salary ranges can be found in the ESC-PG&E Contract.

The ESC contract also contains language regarding the PMP rating and STIP:

Whenever practicable, employees will be given reasonable notice of specific performance issues and an opportunity to improve before STIP awards are reduced. However, the parties recognize that there might be circumstances that may not allow for advance notice.

OVERTIME

Many employees ask whether they will be paid overtime if they become union represented.

In the ESC contract Monthly (also called “salaried,” “exempt” or “PL1” and “PL2” at PG&E) employees such as Engineers, Project Managers, Analysts, etc. keep flexibility over their schedules, but are paid for working additional hours. The first hour on a regular workday is unpaid, but all other hours – including all hours worked on RDO’s or weekends – are paid. These hours are paid at their regular straight time rate, not time and a half or double time. Monthly employees do not get charged sick or vacation time unless they leave work for 4 hours or more, and they maintain the same flexibility over start and end times as management employees.

A few groups that joined ESC have converted from monthly to hourly status. This is rare, but in those cases the employees involved saw major increases to the amount of overtime pay they earned for working additional hours. ESC will not force employees to convert to hourly status.

PROTECTION FROM UNILATERAL CHANGES

Many major companies in recent years have unilaterally changed policies for white-collar employees for all kinds of things: retirement, health benefits, pay systems, promotional policies, etc. Of course unionized employees are not immune to management cut-backs, but at least management has to negotiate with them before making changes. Although unionized employees in the airlines also had to make concessions, they were able to negotiate more favorable terms than non-union employees.

GRIEVANCE PROCEDURE

Having a fair process to resolve disputes is one of the most significant benefits of being in a union. If you have a disagreement with management, our resolution procedure moves up through several levels of management before finally going to outside arbitration, if necessary. This means that your managers don't get the final say. We try hard to resolve issues with local managers - and the knowledge that the ultimate level of appeal is to an unbiased arbitrator outside of PG&E helps both sides to reach agreement. ESC Local 20 has filed and won many grievances on a variety of issues, including:

- Individual Discipline
- Performance Ratings
- Scheduling Procedures
- Transfer Rights
- Promotions and Demotions
- Overtime and Pay

CAREER ADVANCEMENT

Have you wondered what it takes to become a Senior Engineer, or Senior Specialist (whatever your classification)? Why is it that some very valuable employees receive job titles like “Expert” or “Consulting Engineer” or “Principal”, while others toil in obscurity, without the recognition they deserve? It can seem like only those who toot their own horn get ahead.

ESC Local 20 believes that all employees should have equal opportunity for career advancement. Not everyone will get promoted, but processes for promotion should be fair and transparent. If you didn't get promoted, you should at least know the reason, and also know what you need to do in order to get promoted in the future.

For monthly employees, the ESC contract guarantees advancement for qualified employees to the next career step before management can bring in higher-level employees from outside the group. There are also promotional processes which are more objective than the non-union process, for example an employee may request a promotional review by a panel made up of both supervisors and co-workers.

When there are career opportunities in other classifications, these are filled by interviews in which employees get an equal say as supervisors, and union-represented members get first consideration for 50% of job openings. Being ESC-represented will give you access to those openings that are reserved for ESC represented employees.

THE RIGHT TO NEGOTIATE – A VOICE AT WORK

ESC Local 20 already has an extensive contract with PG&E covering over 200 job classifications, representing sixty years of negotiated improvements. ESC Local 20 members elect a committee to negotiate the contract with management, and it is not finalized until ratified by a vote of all the employees covered by the contract. If you join ESC Local 20, you and your coworkers will bargain specific items particular to your group. When the next general contract negotiation comes up, you will join together with all the other members of ESC Local 20 to negotiate wage raises, new policies, etc.

Other FAQ's

How much are Union Dues?

ESC dues are one and a half hours of base salary per month. For monthly paid employees this is calculated as 0.87%. Union dues are tax deductible.

Can we vote to get back out of ESC?

Yes. However, once you vote to join ESC's existing Professional and Technical Bargaining Unit at PG&E, you are part of that Unit. That Unit consists of 3,500 employees – which is why the contract is so strong and contains all the provisions described above. If your group votes to join that Unit, you cannot later pull your specific group out of the Unit. You can only get out of the unit through a vote among the entire Unit.

Will we lose control over hiring into our department?

No. It is a common myth that the ESC contract means that the most senior person always gets every job opening – that is not true. For monthly jobs, when there is a vacancy there is a two-step process. First, employees who are already in the classification and want to change offices can move based on the bid system. You don't need to re-interview just to move HQ's, if it's the same classification you already hold.

Second, If there are no bidders to change HQ, then the vacancy goes to an interview – and the ESC contract provides for two employees from the group to be part of the interview panel.