



ESC LOCAL 20 PG&E SHOP STEWARD TRAINING

MODULE 1 – UNION HISTORY AND STRUCTURE

Dwight D. Eisenhower:

"Only a fool would try to deprive working men and working women of their right to join the union of their choice."

Samuel Gompers:

"What does labor want? We want more schoolhouses and less jails; more books and less arsenals; more learning and less vice; more leisure and less greed; more justice and less revenge; in fact, more of the opportunities to cultivate our better natures..."

Jimmy Carter:

"Every advance in this half-century-Social Security, civil rights, Medicare, aid to education, one after another-came with the support and leadership of American Labor."

Wendell Phillips:

"The labor movement means just this: It is the last noble protest of the American people against the power of incorporated wealth."

We start this training with some memorable quotes to start us thinking about why we have a Union. Unions are organizations of workers. Workers that unite to further their interests and each others. Each of you have volunteered to serve as a Steward of ESC Local 20. You will not be paid more... but you will make a difference.

This training is not meant to be comprehensive. It is a grounding in the basics of Unionism at PG&E. For some of you this will be review. We look forward to working with you to make a difference at our work sites and communities.

John Mader

ESC Local 20 President

Our Local Union

Thousands of workers throughout Northern California have taken action to get control of their working lives. Together, we have made a decision to organize ourselves into a powerful union. Together we are the Engineers and Scientists of California, Local 20, International Federation of Professional and Technical Engineers--IFPTE, AFL-CIO (ESC Local 20).

ESC Local 20 represents more than just engineers. Men and women working in a wide variety of professions are proud members of ESC Local 20. Our union has a proven track record of working to protect and improve the wages and benefits of its members.

History Highlights of Engineers and Scientists of California

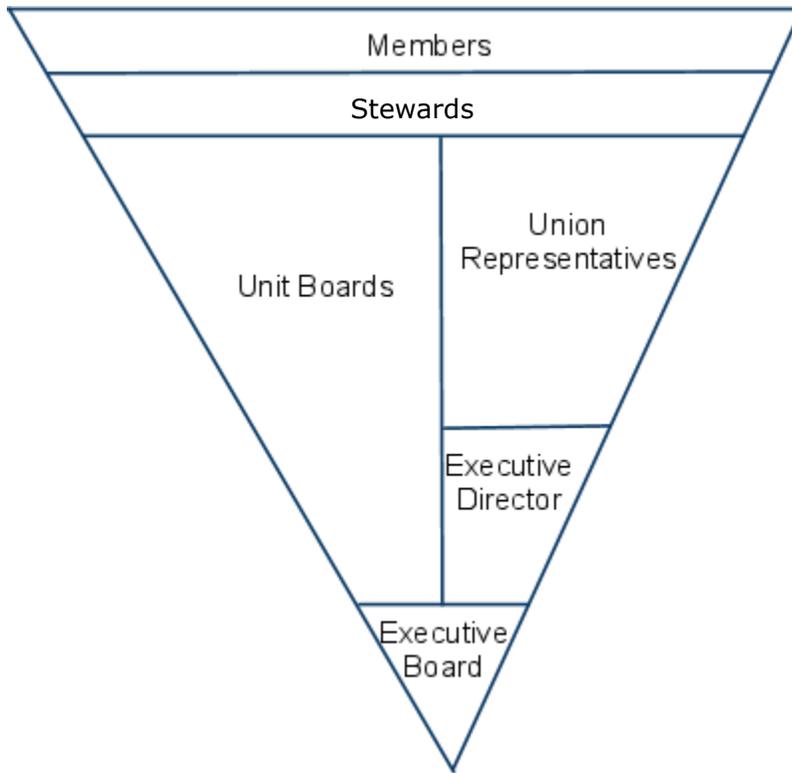
- 1944 Members of the American Society of Civil Engineers of the Engineers Club of San Francisco forms an association to organize Professionals.
- 1946 The new professional association, the San Francisco Area Group of Professional Engineers (SFAGPE) in San Francisco begins organizing professional employees at PG&E.
- 1952 The SFAGPE wins NLRB recognition as the bargaining representative for professional employees at PG&E. IBEW 1245 wins NLRB recognition as the representative of Physical and Clerical employees.
- 1952 the SFAGPE ratifies the Engineers and Scientist of America constitution and becomes the California chapter and adopts the name Engineers and Scientists of California.
- 1955 ESC ratifies its first contract with PG&E.
- 1957 ESC disaffiliates from ESA and becomes an independent Union
- 1969 ESC affiliates with Professionals, Office and Industrial Union (POIU) which was affiliated with the Marine Engineers Benevolent Association (MEBA) which was in turn affiliated with the AFL-CIO.
- 1970's organizes Kaiser Lab Scientists and Optometrists.
- 1976 The Government and Technical Unit forms and later represents the scientists of the Environmental Protection Agency.
- 1978 Following an unauthorized strike during Kaiser Medical Technician bargaining, the ESC Executive Board asserts Unit and Union control over representation of the membership.
- 1996 ESC affiliates with IFPTE (AFL-CIO)
- 1999 organizes PG&E Distribution Engineers.
- 2004 organizes PG&E Corporate Real Estate.
- 2007-2009 organizes 800 PG&E employees under Neutrality Agreement. Electrical Engineers, DCPPE, Hydro, Environmental, Project Managers, and others!

Union Structure

Constitution/By-Laws ESC Local 20 is governed by our Constitution. The constitution is ratified by the members and serves as the member's direction what ESC's Labor mission is and how we function in achieving that mission. The Constitution sets out the duties and responsibilities of the committees, officers and staff. The goals of the Union are (from our constitution):

- a) To promote the general welfare of professional and technical employees, and of functionally associated employees with substantial identity of interest and working conditions;
- b) To secure improved wages, hours, working conditions and other economic advantages through organization, negotiations and collective bargaining, through legal and economic means, and other lawful methods;
- c) To safeguard, advance, and promote the principle of free collective bargaining, and the security and welfare of the members by political, educational, and other community activity;
- d) To provide assistance to other labor organizations or other bodies having purposes and objectives in whole or in part similar or related to those of this organization;
- e) To support the principle of equal opportunity for all without regard to color, race, sex, marital status, ancestry, national origin, creed, age, or handicap;
- f) To provide educational advancement and training for employees, members, and officers;
- g) To protect and preserve the Union as an institution and to perform its legal and contractual obligations.

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Note that the Members are on top as ESC Local 20 is a democratic Union!

Executive Board and Officers

ESC Local 20 is governed and its business directed by the Executive Board. Members elect a **President, Secretary Treasurer** and four **Unit Vice Presidents**. The President is responsible to ensure the directives of the Executive Board are carried out and the Secretary Treasurer is responsible for the financial records of the Union. The President, Secretary Treasurer and the Vice Presidents form the Executive Board.

The Units

In a sense the Union has 4 sub-unions. Those Units are the PG&E Unit, Medical Professionals Unit, Optometry Unit and Government and Technical Unit. Administration, finances as well as relations with Government officials and other Unions are primarily the responsibility of "the Union." Relations with specific employers are primarily the responsibility of "the Units". Each Unit has a Unit Executive Board.

- PG&E Unit
- Medical Professionals Unit
- Optometry Unit
- Government and Technical Unit

You can locate the union officers on the ESC website (www.ifpte20.org).

The Union Staff

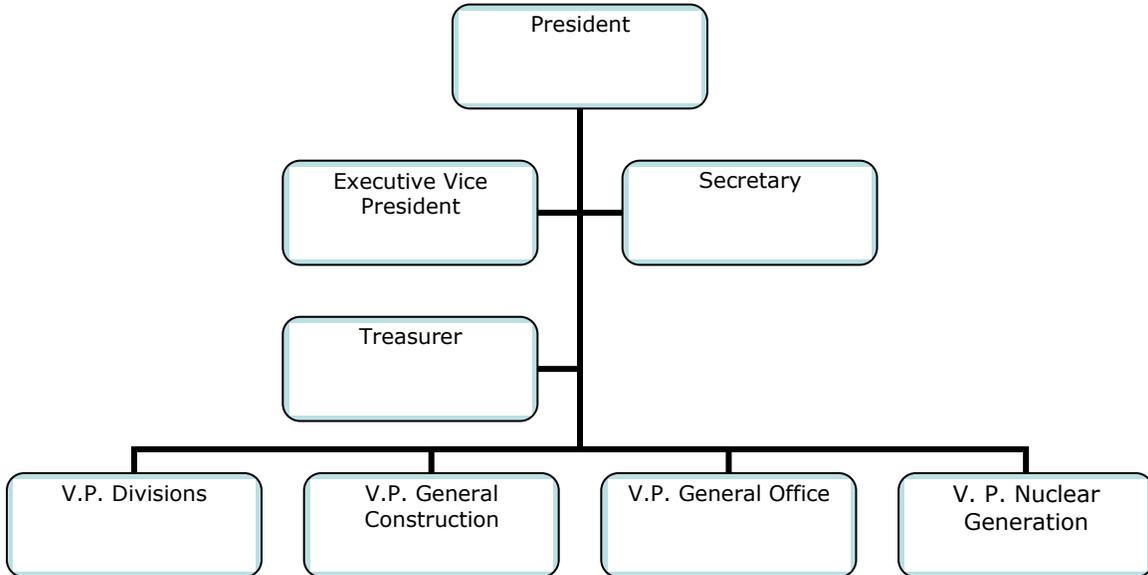
Executive Director is appointed by the Union's Executive Board. The ED supervises the staff, and directs the day to day business of the union in accordance with policies and directives of the Union's Executive Board and the Unit's Executive Board in dealing with Employers.

Union Representatives report to the Executive Director. Your Union Rep's primary responsibility is to be your contact for union business as a Shop Steward. Union Representatives work full-time for ESC Local 20 and are not PG&E employees.

You can locate your union rep on the ESC website

The PG&E Unit

The PG&E Unit is Governed by its Constitution. That Constitution provides that the unit business is directed by the PG&E Unit Board.



Every month the PG&E Unit board meets; minutes of the meetings are published on the Union website. Members may submit communication and requests to the Unit board by submitting their requests to the PG&E Unit President or Secretary. The minutes include the Unit Board business include report of the Grievance procedure, Letters Of Agreement (LOA's), clarifications of the contract, and resolutions.

Shop Stewards

Stewards are the first line and backbone of the Union. Stewards are the "two-way communicators" of the union. Stewards communicate information from the members to the staff and leadership of the union – for example that a policy has been violated and a grievance should be filed. Stewards also communicate information from the union to the members – for example bargaining surveys or commitments made by management in Labor-Management meetings or grievance settlements.

Shop Stewards are essential to any functioning union. As a Steward, YOU represent the union in your work place. You have the support and guidance of the Union's Officers and Rep's, but you are the one who your co-workers will come to first for help or advice. You represent employees with the Union and management and first step local grievances. Without a core of Stewards across the PG&E territory, ESC Local 20 would be just a handful of people.

Labor-Management Committees

Labor-Management Committees are meetings of the Shop Stewards in an area or department with the local supervisors and managers. Though not bargaining, Labor-Management is another venue for the Union and PG&E management to discuss matters not in the grievance procedure. Company policies, work procedures and the like are discussed at Labor Management. Add Schedulers and AMTAG and Liaisons

LM Committee	Group
“E&M” (Engineering and Mapping): Areas 1-7 & Land	Estimating, Mapping, SNBR-IPE, Dist. Engineers, Outage Coord's, Field Engineering, Land Tech/Land Agent
Land/Environmental	Hourly Land, Monthly Land, Biologists and CRS's
Design Drafting	Design Drafters and Engineers: Electric, Gas, Hydro and Telecom
Project Services	Project Managers and Analysts
Professional Engineering w/DE & Power Gen Representative	Project Engineering, Elec Standards, SAS, M&C Engineering, Protection, Telecom, Transmission Planning, Automation, Power Quality, Metering, Transmission Ops, Gas Plant, Gas IC&E
Power Generation	Power Generation/Hydro
Environmental	Environmental Scientists, Environmental Remediation
Applied Technology Services	ATS Engineering Tech's
Nuclear Design Drafters and Planners	DCPP Design, DCPP Planning
Nuclear Engineers	DCPP Engineers
Nuclear Professionals	DCPP Professionals
Gas Ops	Gas Estimating, Gas Mapping, Gas Design, Gas Field Engineering, Gas Distribution Engineering, Gas PM and PCA, Gas Plant and IC&E

The Contract

The contract is the collective bargaining agreement between ESC Local 20 and PG&E. It spells out the wages and working conditions for Members that work at PG&E. The job of ESC Local 20 is to negotiate and enforce the Contract. The Contract includes Letters of Agreements (LOA's), Grievance Settlements, and other types of agreements. These are not necessarily attached to the contract, but they are equally valid.

Other than the enabler clauses, changes to the Contract must be negotiated and ratified by the Members. The Contract term is generally 3 years, expiring on December 31. Members submit suggested bargaining proposals to the Unit Board during the membership survey period or by submitting requests to the PG&E Unit Executive Board.

Membership Meetings

The PG&E Unit has a annual membership meeting. At that meeting the PG&E Unit Board reports its actions to the Membership for review. The Membership should make every effort to attend and let their opinion be heard.

There is also an annual ESC-wide membership meeting. PG&E members attend as well as members from the other Units.

Dues

The sole income of any labor union, including this local, is membership dues. The costs of collective bargaining, worksite representation, communications and other important services are covered by your dues. Think of it this way: without the union, your wages, benefits and other privileges would be much lower. Your dues are an investment that makes your higher standard of living, and your job security, a reality.

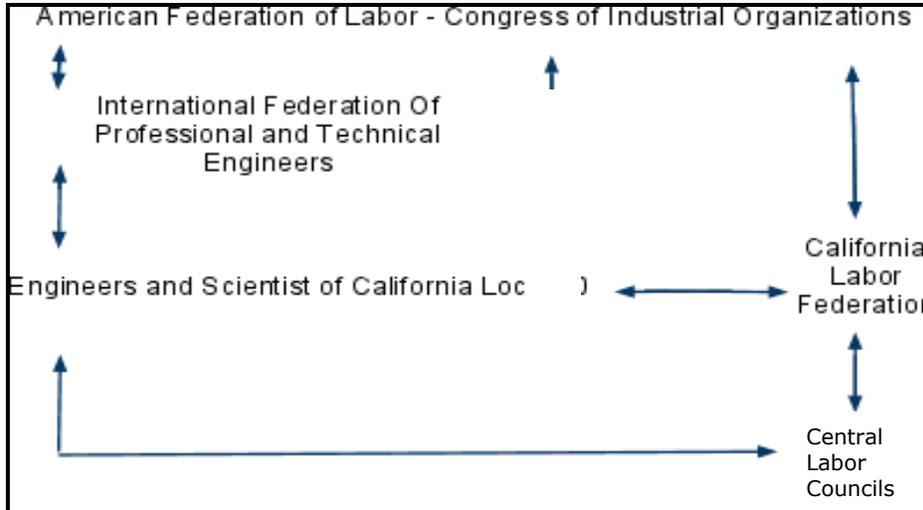
The dues rate is set by the Constitution of Union. The basic rate is 1½ hours per month. This equals 0.87% of base pay. Overtime and STIP do not count towards calculating dues.

A union security provision in our PG&E contract calls for nonunion employees in the bargaining unit to pay the union an "agency fee," a sum equal to unit fees and dues, minus the portion not spent on negotiating and administering the contract, as condition of their continued employment. Nonunion employees are not required to join the union, but they must pay their fair share of the costs of representation.

All employees must sign the "blue card," even fee payers. The blue card provides an option for members and another box for fee payers. Stewards should collect blue cards from new hires and send them to the Union Hall.

Our Labor Movement

The history of the American Labor Movement is a long and proud story. For this training we will discuss the structure. More can be information can be found at the AFL-CIO and IFPTE websites.



American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)

The AFL-CIO is a voluntary federation of [57 national and international labor unions](#). The AFL-CIO was created in 1955 by the merger of the American Federation of Labor and the Congress of Industrial Organizations. The AFL-CIO union movement represents 11.5 million members, including 3 million members in Working America, its new community affiliate. The mission of the AFL-CIO is to improve the lives of working families—to bring economic justice to the workplace and social justice to our nation.

International Federation of Professional and Technical Engineers (IFPTE):

The International Federation of Professional and Technical Engineers, [AFL-CIO](#) & [CLC](#), a progressive labor union representing more than 80,000 men and women in professional, technical, administrative and associated occupations. As an affiliate of the AFL-CIO & the Canadian Labour Congress (CLC), IFPTE is a diverse union representing employees in a wide variety of occupations in three distinct business sectors. Members are comprised of workers employed by federal, public and private employers. IFPTE balances the broad range of its members' interests by adhering to democratic processes and consensus decision-making. A Union principle taught by Samuel Gompers--"An injury to one is an injury to all"--guides our Union as we work to represent the full range of our members' interests, and to organize the unorganized.

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ESC Local 20 is a subordinate body of the AFL-CIO thru the IFPTE and governed by both organizations by-laws.

Other IFPTE Local Unions of note to PG&E Unit members:

- **Local 21** represents 6,000 Engineers and Professionals with the City and County of San Francisco, City of Oakland, City of San Jose and many other public employers.
- **Local 30** represents roughly 1,000 scientists at NASA Ames center in Mountain View.
- **SPEEA, Local 2001** represents roughly 23,750 Engineers and Professionals at Boeing and other aerospace companies.
- **The Society of Energy Professionals /IFPTE Local 160,** represents over 7,000 engineers and professionals in the energy industry in Ontario, Canada, at companies like Hydro One, Bruce Power, Toronto Hydro, Ontario Power Generation, Independent Electricity System Operator, and many others.
- **The TVA Engineering Association/IFPTE Local 1937** represents roughly 2,600 engineers and professionals at the Tennessee Valley Authority, the fifth-largest electric generating utility in the USA.

California Labor Federation (“State Fed”):

The [California Labor Federation](#) is made up of more than 1,200 AFL-CIO and Change to Win unions, representing 2.1 million union members that voluntarily join together to help working people build better lives and futures for their families.

- Legislative Action – Unions help pass laws that protect California’s families and strengthen workers’ rights. California’s unions are active on legislative issues that matter to all Californians.
- Political Action – California’s unions make big political victories possible. Our members have made the critical difference in every recent election.
- Economic Action - In addition to the work our union members do to keep the economy going, we leverage our resources, our political power and our negotiating power to strengthen our unions.

Central Labor Councils (CLC's): Most unions are also active with central labor councils or building trades councils at the county or regional level. These local bodies function as smaller labor federations that provide organizer training, coordination on legislative and political campaigns, and build progressive coalitions that speak out for social justice. ESC belongs to the Central Labor Councils in all the counties where we are active: San Francisco, Alameda, South Bay, North Bay, Sacramento, Central Valley and Tri-Counties (SLO area)

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Economic Actions (Picket Lines, Strikes and Do Not Patronage lists) are sanctioned at the State Fed and CLC's. Once sanctioned all affiliated unions support these actions. **Never cross a sanctioned picket line!**

National Labor Relations Board (NLRB):

The National Labor Relations Board is an independent federal agency created by Congress in 1935 to administer the [National Labor Relations Act](#), the primary law governing relations between unions and employers in the private sector. The statute guarantees the right of employees to organize and to bargain collectively with their employers, and to engage in other protected concerted activity with a union.

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