



Union Opposed to Centralized Emergency Response and Changes to Start Times
ESC Local 20 PG&E Service Planning and Design Update: May 10, 2018
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Yesterday management informed the LOA 18-02 oversight committee that it intends to propose that daytime emergencies be done in a centralized team.

The Union reminded the company that the Estimator job description clearly states that Estimators field their jobs - with the exception of some information gathered by NBR's (see below). Also that in LOA 18-02 bargaining, management proposed that EOT be handle by a SO205 callout list for all estimators in each DC footprint. During bargaining, the Union wanted to explore multiple callout lists inside some DC footprint (due to the size of some DC footprints). The parties did not reach agreement on this matter and agreed to create an EOT committee that has not met. At no time did the Union agree to alter SO-205 and the callout procedure for each headquarters – though it was the intent that the parties would reach agreement on how EOT callout would be handled in each DC footprint. The Union's position is that any such change must be negotiated with the Union and that the Union should be approached before management begins promulgating its ideas during all hand calls.

Management also told our committee that they intend to require 7 am start time for all employees in SP&D. The Union objected and reminded the management that ESC members have the contractual right to choose 7, 7:30 and 8 am start times. LOA 18-02 provides for 6am to 8am start times. ESC's arbitration history puts the burden on management to present an valid business reason to deny employee requests for start times, and simply citing "excellent customer service" is not enough. ESC has not agreed to any changes in starting times offered to employees.

The Union has not agreed that NBR's will field all work and Estimators will not field their own work. That is not even in keeping with the intent of LOA 18-02. During LOA 18-02 bargaining, the Union agreed that NBR's could collect field information at a single location according to a checklist which would be negotiated, as well as the definition of "single location." We have appointed a committee of SNBR's, IPE's, Gas and Electric Estimators and set a date to meet, but the committee has not met.

The Union will host an informational and discussion call for interested members next week:

- Tuesday, May 15, 2018, 4:30pm
- Log in: <https://global.gotomeeting.com/join/369138197>
- Or call in: (669) 224-3412; Access Code: 369-138-197

In the meantime, we encourage members to speak up vigorously to management about your concerns. Also, alert the Union (your Shop Steward and Union Rep), don't assume the Union has been informed by management of its intentions. Often the Union is learning of issues after management has spoken to members and professed to have Union agreement.

In solidarity,
John Mader, President
Joel Foster, Secretary-Treasurer
Joshua Sperry, Senior Union Representative