

THURSDAY, AUGUST 7, 2008  
SUMMARY

JOINT STEERING COMMITTEE

**Union Members:** Louis Correa, Chair (132); Nancy Logan, Recording Secretary (132); Dave Sherman, Treasurer (522); Art Frias, (132); Roy Bozarth (483); Rick Lankford (47); George Garcia (78); Marvin Turner (350); Jacquelin Allen (995); Randy Fort (170); Bernardo Garcia (UWUA); Vincent Diaz (ICWUC)

Prior to meeting without management JSC agreed to withdraw U33 (shift premiums), U26 (mileage), U52 (boot fair) and U53 (discount boot vendors); Questioning to Accept C30  
(Proposals ready to go – U76 – U18 – U114)

Meeting started at 1:45 PM with management present.

**Company Present:** Sue Bosworth; Sara Franke; Herman Aguilar; John Prince; Jim Rapose; Manny Alvarado; Mike Baldwin; Dave Sarkaria.

Hand out dealing with U98 and U99

ACTIVE UNION EMPLOYEES BY PLAN as of April 8, 2008

	<u>EMPLOYEES</u>	<u>PERCENTAGE</u>
DELTA	3,348	77.7
SafeGuard	803	18.6
Waived	158	3.7
	<hr/> 4,309	100.0

**Revised C-95 and Enhancement to Company Counter to U-35 – Post Retirement Medical-Enhancement, Enhancement Counter to U-35**

The Company's Proposal C-95 would be enhanced as follows:

- The Sickness component of the Health Reimbursement Account (HRA) would be based on the aggregate value of the percentage of total unused Sickness Allowance (including Extended-Term Paid Sickness Leave and Short-term Annual Accrued Sickness Allowance) at the date of retirement.
- The percentage of unused Sickness Allowance would be based on years of service as of January 1, 2009 as follows:
  - 40+ years                      60%
  - 35-39 years                    50%
  - 30-34 years                    40%
  - 25-29 years                    30%

- 20-24 years                      20%
- Less than 20 years              10%

The Company would enhance its counter proposal to U-35 as follows:

- Employees would be able to carry over up to an additional two weeks of vacation (in total, all in one year, or in smaller increments carried over each year, up to a total of two additional weeks) upon attaining retirement eligibility (age 55 with 15 years of service).
- This enhancement would allow eligible employees to increase their carryover vacation from 120 hours to a maximum of 200 hours.
- The value of all unused vacation at the date of retirement, based on the employee's wage rate at retirement, would be credited to the employee's Health Reimbursement Account.

The enhancements outlined above are contingent on the Union accepting C-37 and C-95, as well as this enhanced counter to U-35.

**Company Counter to U-26, U-33, U-49, U-50, U-51, U-52, U-53 and U83F, plus Revised Counter to U82D**

As set forth below, the Company agrees to accept many aspects of the Union proposals referenced above:

1. The Company will double the minimum mileage reimbursement rate for short-notice call-outs (from \$5 to \$10) in response to U-26, as well as clarify that all
2. In response to U-33 the Company will extend the graveyard premium to part-time employees, for time worked, and add this provision to the part-time letter agreement on page 195 of the contract.
3. The Company will accept U-49 and provide coveralls to employees in the following classifications: Lab Assistant, Lab Technician and Lead Laboratory Technician.
4. In response to U-50 and U-51 the Company will extend the existing footwear allowance to the following 17 additional classifications:  
Facilities Assistant; Facilities Mechanic; Lead Facilities Mechanic; Fleet Tech; Ld Fleet Tech; Fleet Assistant; Fabrication Shop Mech #1; Journey Welder; Lead Lab Tech; Lead Machinist; Laboratory Asst; Laboratory Tech; Journey Machinist; Journey Sheet Metal Mechanic; Lead Repair Shop Mechanic; Repair Shop Mechanic # 1; System Protection Planner.
5. In response to U-52 and U-53 the Company will make a good faith effort to negotiate a discount with at least one footwear provider, and allow the vendor to display footwear options and take purchase orders from employees.
6. In response to concerns expressed by the Union, the Company is revising its counter to U-82D. The Company's revised counter to U-82D is as follows:
  - a. For the term of this agreement, beginning with the next "open selection" process, for districts that have at least 24 ETRs on the active payroll, the Company will allow the most senior ETR to be excluded from off hour shifts or night work assignments. This does not preclude the most senior

ETR from volunteering to work off-hour shifts or night work assignments. In any event, at districts with at least 24 ETRs, only one ETR can be excluded from off-hour shifts or night work assignments, based on seniority.

7. In addition, in response to U-83F the Company will increase the travel per diem by 30% (from \$30 to \$39 per day).

This counter proposal which offers all of the above items is contingent on the Union accepting the following three Company proposals:

- C-24 which would modify the definition of overtime to be based on time worked;
- C-29 which would modify overtime provisions associated with the 7<sup>th</sup> consecutive day rule; and
- C-30 which would eliminate the emergency postponement of lunch provision since it has been superseded by laws governing meal periods.

#### **Union Counter to Company Counter to U-35 Section 4.4 Benefits (A) Vacation**

- Change Company convenience to operating necessity and as operating needs permit.
- Use vacation allowances in quarter-hour increments.
- Any purchased vacation not used or pre-posted paid out in the last paycheck of the year.
- Less than 40 hours sold paid in one lump sum.
- 40 hours paid out in a lump sum or over 24 pay periods.
- This proposal is contingent upon the Company increasing Thanksgiving, Christmas, and New Year's Holiday vacation slots Company wide. The Company needs to recognize that vacation scheduling slots need to be higher in the most important, highest demand holidays. The VAST system needs to be modified accordingly and there should not be a need to revisit this issue annually.

#### **Union Counter to Company Proposal C-59(A) Create Two New Positions in Gas Transmission**

- Create position of Senior Cathodic Protection Specialist to provide technical expertise as well as work direction and mentoring to lower level cathodic protection personnel.
- Create a position of Cathodic Protection Technician to perform entry level cathodic protection and pipeline activities.
- The first two (2) Senior Cathodic Specialists positions will be filled from within the Transmission department.

- If the Senior Cathodic Specialist requires N.A.C.E. training, the Company will provide such training within a time frame mutually agreed upon between the Union and the Company.

**Union Proposal # U-65 Section 5.10 (F) Training and Proficiency – add the following:**

The Company shall contribute \$0.10/hour worked by UWUA represented employees to the Western States Utility Workers Industry Apprenticeship and Training Trust Fund on a monthly basis.

The Company shall contribute \$0.10/hour worked by ICWUC represented employees to the ICWUC Center for Worker Health & Safety Education on a monthly basis.