

SUMMARY
THURSDAY, AUGUST 28, 2008

JOINT STEERING COMMITTEE

Union Members: Louis Correa, Chair (132); Nancy Logan, Recording Secretary (132); Dave Sherman, Treasurer (522); Art Frias, (132); Michael Barber, (132); Roy Bozarth (483); Rick Lankford (47); Raul Javier Reyes (78); Marvin Turner (350); Jacquelin Allen (995); Randy Fort (170); John Lewis (ICWUC); Bernardo Garcia (UWUA).

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

The Union and the Company **ACCEPTED Proposal U-72**

Maintain the current arbitration procedure and update the current list of arbitrators. In the first quarter of 2009:

- Replace the arbitrator who passed away (by mutual selection) and add an additional arbitrator (by mutual selection) to the Contract. Interpretation/Discipline panel bringing the total to seven in this panel.
- By mutual agreement two additional arbitrators will be added to the Discharge panel bringing the total to seven in this panel.

U-72 Section 6.8 (page 145 B. Expedited Arbitration # 2)

2. Within ninety (90) days of the ratification of this agreement the parties shall select three arbitrators to serve as expedited arbitrators for a term of the agreement from the current **fourteen** (was eleven) person panel in a manner agreed upon by the parties. The arbitrators shall be scheduled for a period of twelve (12) months. The schedule shall initially provide for four days of hearings during a month. Effective three (3) months after the parties conclude selection of expedited arbitrators during the remainder of the term of this agreement either party may remove one (1) arbitrator from service as an expedited arbitrator. Vacancies of expedited arbitrators shall be filled by mutual agreement.

U-72 Section 6.8 (page 148 Step 5: Board of Arbitration)

The arbitrator listed at the top of such panel shall be selected unless such arbitrator is disqualified as herein provided, in which case the next listed arbitrator shall be selected. The name of the selected arbitrator shall be moved to the bottom of the panel. The Union and the Company may on an alternating basis within the ten days provided above disqualify the arbitrator listed at the top of such panel with the provision that each party may disqualify not more than one arbitrator for any one arbitration based on its turn for the first or second disqualification in the selection process.

If the selected arbitrator is not available within 6 months the parties may mutually agree to use the very next arbitrator on the list if available within six months.

The Union proposed the following: (NO AGREEMENT JUST PROPOSALS)

Proposal # **U-82E REVISED** – Appendix C – Letter Agreement

- Delete Letter of Agreement with Utility Workers Union of America, AFL-CIO, Local 522-Section 2.2 (A) – Recognition (page 186)

Proposal # **U-76** – Clarification to Union Counter to Company Counter

The Union will accept the Company's counter to U-76 as modified and will address Company proposals C-59a, C-77, C-78, C-79 and C-80 separately.

Discussion from the Company was all about Safety

The Company presented a letter. This letter indicated the pride of the Utility Industry and how "They never compromise safety and all take responsibility for safe and healthy behavior, leading to an incident free lifestyle." The letter was to be signed by the Local Presidents. This letter was rejected by all Union presidents.

The next meeting will be Tuesday, September 2nd.