



The Edison Planning United Newsletter

1-31-20

Vote For a Better Edison



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A vote for the Union is a vote for a better Edison.

Some of us may think that joining ESC is some sort of rebellion or action against the company. That is not the case. Professional unions, like ESC, are partners with management in making sure that both the company and the workers are successful. One fact that demonstrates this: ESC has never had a strike in its entire 68 year history at PG&E. There are many different ways to negotiate, and strikes should be used as a last resort when all other avenues have been exhausted. ESC has not had a strike because they have established a mutually beneficial relationship with the company and are effective at negotiating for their members interests. Collaboration between professionals is the key tactic that delivers success for both ESC and PG&E. The same is true when a vote is cast for ESC at Edison.

Here are some examples of how ESC members and PG&E work together in a win-win partnership:

Engineering Estimator Training Program (ETP)

Through ESC, Engineering Estimators (similar to SCE Planners) work with PG&E on a joint 36-month Estimator Training Program. ESC members have a committee which oversees the program that meets monthly and solves problems, like how to be fair and consistent with scoring of exams, employees who leave the program and return, dealing with leaves of absence for trainees, etc. The Union periodically appoints Subject Matter Experts to refresh the training program content.

ESC won an agreement from PG&E to implement a comprehensive Senior Estimator Exam in order to ensure that every employee reaching this higher classification was fully capable of performing all the tasks of the job. Joel Foster, Electric Associate Distribution Engineer in San Francisco and Vice President of ESC, says “It takes a lot of work to keep ETP going, but we know it is vital to have the right training. We have complex jobs, nobody else knows how to do what we do. Training is one of the areas where we really partner with management - there is maybe a bit of conflict because management is always under pressure to train less and produce more. I think it really helps them when we push back and say that they can’t sacrifice training just to get more job packages out this month; in fact the good supervisors and managers respect our role in advocating for training. We help the Company do the right thing and I think a lot of them know it and appreciate it.”

Diablo Canyon Retention Plan

When PG&E made a settlement with the State Government to shut down Diablo Canyon Power Plant by 2025, this was not welcomed by employees. ESC has over 400 members at the Plant - Engineers, Project Managers, Designers, Work Planners, etc. However, ESC moved

into action to protect its members and worked with management (and IBEW Local 1245) on a ground-breaking agreement that provides 25% extra pay per year for employees to stay until the plant closes. Upon closure, members will be given redeployment options within PG&E for those who want to continue their careers, and severance for those who want to retire or leave. Joe Anastasio, Senior Advising Nuclear Engineer and ESC Vice President, says “we did not want this plant to close. We fought in the legislature, but sometimes you cannot win politically. However, because of our partnership with PG&E and IBEW, we were able to get far and away the best treatment for employees in a plant closure situation, ever. PG&E is treating us right because we are organized and we represent ourselves effectively.”

Implementation of new Paid Family Leave, Vacation, Short-Term Disability.

In contract negotiations in 2015, PG&E and ESC cooperatively worked out an agreement to replace old fashioned “sick leave” with a new “disability insurance” model. With a lot of research and meeting with various consultants and analysts, both parties realized that better benefits could be provided to employees, at a lower cost to PG&E, by using employee contributions to State Disability Insurance and extra funding from PG&E.

Previously, new employees had very little sick leave - none at all for the first six months, and even long-term employees were limited to six months of fully-paid leave. The new benefit covers all employees for up to 12 months, with fully paid, job-protected leave in case of injury or illness. With the savings from the new plan, ESC was also able to negotiate a new benefit of 8 weeks of fully paid Family Leave (for baby bonding, elder care etc) and increased vacation for new hires from 2 weeks to 3 weeks. Aaron Finato, Senior New Business Rep in Auburn and ESC Shop Steward, says, “I was amazed when this contract came through, that we could get a brand new Family Leave benefit and more vacation. When you have smart people and put your heads together, you can achieve great things. Collective bargaining really works and can deliver benefits for employees even in a tough economic environment.”

These are all examples of issues that were important for ESC members at PG&E and may not necessarily apply to us in Edison Planning. However, the methods used can be the same. By utilizing the expertise of their membership at PG&E, ESC has been able to cooperatively achieve significant improvements for its membership. A union of professionals at Edison can accomplish the same goals.

[Sign the ESC Local 20 Authorization Card!](#)

Already signed? Ask your coworkers to sign today!

<https://www.joinlocal20.org/edison/edison-authorization-card/>

We want each and every Field Tech, Designer, Estimator, and Planner to be informed. If you

need help talking with your coworkers or want to join the organizing effort, please contact your ESC organizer:

Desert, Rurals, and San Jacinto: Jerome Christensen jchristensen@ifpte20.org

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