



November 23, 2011 Negotiations update

The Company and the Union met Friday and Monday following the membership's overwhelming vote against the Company's latest package. Below is a summary of what took place at the bargaining table.

The meeting started by your Union communicating to the Company the results of the vote on the Company's Last, Best and Final offer. The Union asked the Company if it was going to revise its last, best and final offer as a result of the "NO" vote. The Company did not respond, instead they asked the Union if it had a counter to their Last, Best and Final offer. The Union responded by presenting counter and revised proposals. The Company attempted to ask questions on how the Union was intending to use the information they provided through responses on the information request, we immediately stated that we were not going to respond to such questions. The Company actually thinks we're going to explain our plan of action to them, how ridiculous is that?

Proposals presented to the company included the implementation of our legislation SB705:

- The Company to provide opportunities for meaningful, substantial and ongoing participation by the Joint Steering Committee (JSC) in developing and implementing the plan required by Section 961 of the Public Utilities Code regarding pipeline safety. The Company would be required to use UWUA's "Systems of Safety" program.

We have also again, tried to get the Company to follow state law and allow our members to use personal business or vacation time for Jury Duty when they wish to, and tried to get the Company to drop its discriminatory anti-union language on PAQ, while at the same time trying to get more jobs PAQ'd.

The Company continues to provide responses to our requests in which not all of the information we're asking for is included. The Union sent a 20 page letter identifying the information needed, information that had been asked for several months ago. Again, the Union can not address the company's proposals without fully understanding its affect. For example, we asked for information regarding employee's marital and/or domestic partner status. This information is needed to fully understand such proposals as the Post Retirement Medical and Pension to name a few. However, the Company continues to delay negotiations by asking the same question on why we need it. We asked the Company to send any questions, comments to the Union in writing.

On Monday, the Union was somewhat taken aback when we attempted to accept Company wording on one particular proposal with regard to Section 510 –POS, and the Company refused to formally agree to our acceptance. Having trouble understanding what happened? So did we. They won't even agree to their own proposals! Oh well...

Negotiations will resume on Tuesday November 29, 2011 because the Federal Mediator is not available until then. In addition, the Company's attorneys have insisted in forcing JSC chair Art Frias to testify next week in the lawsuit which has been filed against the Gas Co. for extracting unpaid work from members because of beginning and end of shift policies (some of which involve coveralls.)

Meanwhile formal testimony in the General Rate Case begins next Wednesday. We are supporting those who are demanding that Allman and the CEO of SDG&E be forced to testify so that our attorney can cross examine them. And we expect to find out in the next couple of days whether the Company wants to cross examine our witnesses. Stay tuned...

HAPPY THANKSGIVING DAY