



**Resume
Pacific Gas and Electric Company/IBEW Local 1245
Quarterly Health and Safety Meeting
December 18, 2008**

Representing the Company:

Marc Brock, Supv Elec Dsbn Specialist (A)
 Mark Hughes, Director SH&C
 Kirk Johnson, Sr. Director ED (A)
 Koji Maemura, Sr. Gas Consulting Engr
 Louis Renner, Manager SH&C
 Mike Varni, Director ED (A)
 Frances Wilder-Davis, Labor Relations

Representing the Union:

Ralph Armstrong, Bus Rep
 Joe Osterlund, Business Rep.

Notification and introduction of new Committee members included Marc Brock who will replace Jim McAdams and Koji Maemura who replaces Lenny Caldwell.

1. General Safety Update

A. Injury and Illness Statistics

Through November	Actual	Target
OSHA Recordable Rate	3.235	3.483
Lost Workday Case Rate	0.667	0.656
Motor Vehicle Incident Rate	3.58	3.81

Year-end results are the best seen to date, but the statistics were overshadowed by very serious incidents such as the recent contact in Fresno. We continue to have a number of backing incidents contributing to the motor vehicle rate and it is extremely unfortunate that failure to follow procedures is often a factor in many of our serious incidents. In an effort to cease backing incidents, the Company previously placed cameras in vehicles, however took out sensors. Installation and use of sensors is being revisited to determine whether they reduce incidents from occurring. Motor vehicle incident information is being communicated and highlighted to keep the subject at the forefront to continue educating employees on the topic as the number of incidents is unacceptable. The How's my Driving program which includes a follow-up for employees and assists in reinforcing corrective actions has had a positive effect, however additional tools are being explored.

The Company recently hosted a meeting with "best in class" utilities in early December to discuss and share approaches that each are taking relative to safety. Benchmarking against others reflects some of their incident rates are lower; however, many utilize contractors extensively making it difficult to assess whether there's an apples to apples comparison between them and PG&E.

With respect to employee injuries, Joe Osterlund shared his observation that the more senior employees are not getting hurt as often, but when they are injured, the recovery and healing period seems to be much longer.

2. **Old Business**

Painters/QEW – The issue as raised by the IBEW during the last meeting remains unresolved as the CAL OSHA General Provision 2940 indicates you need two qualified electrical workers on site to install and remove grounds anytime a line is considered energized. This language could be interpreted to indicate that only QEW's can work on these lines and that individuals' who are "in training" may not be considered QEW. In addition, there's a question on when do they become qualified and are no longer "in training". John Vocke will address this issue and respond.

Work and Resource Coordinator – Is this classification is properly trained on the risks associated with opening a vault? Following the meeting, the Company confirmed that a 2-day training was developed specific to safe enclosure access for the W&R Coordinators. At least 48, which is the majority of the incumbents, have been trained to recognize and respond safely to these hazards. Others who have not attended will also be trained.

Inertia Switch Failures - The Union's heard concerns from employees regarding incidents with switches and the potential risk of injury and inquired whether there are any safeguards to protect employees; it was noted that here have been a couple of incidents in the San Jose area. Inertia Corp. provided a new retrofit to address the issue and Louis Renner is following up to determine what guiding principles and administrative controls have been or can be put in place.

Confined Space Rescue – The parties had an in-depth discussion regarding on-going concerns regarding the Company's current procedure and the Union's opinion on the language in Cal OSHA Section 5158 and agreed to convene a subcommittee including Louis Renner, John Vocke, and Ralph Armstrong in an effort to resolve prior to the Company's rewrite of SH&C Procedure 232 on pre-entry procedures and air testing requirements. If differences of opinion remain, the parties will consider reaching out to Larry McCune at Cal-OSHA.

FR Clothing – The Company clarified the procedure for addressing special fitting needs which had been brought to the Union's attention by an employee. Sizing issues are to be referred to Pat Sienkowski, Inside Sales Representative at Tyndale.

3. **New Business**

Safety Glasses – Concerns have surfaced regarding the discomfort of wearing over the glasses safety glasses. Mark Hughes shared that an update on the 2008 Generation pilot program agreed to in LA 07-62 is planned for the upcoming CSAC meeting (possibly January) and expects to have more to share following that meeting.

Rotating Shifts – During General Negotiations the parties discussed an interest in establishing a subcommittee to look at the health effects of working shifts. This issue was referred to the Health and Safety Committee to respond to Tom Dalzell's request that a special subcommittee be established through the Committee. Mark Hughes shared that the Company previously engaged Circadian and is looking at re-engaging them to identify workforce solutions for shift workers. The Blue Chip Safety Committee may be the appropriate forum for leading this effort. Mark Hughes committed to discuss with the Committee and requested the Union provide 2-3 recommendations of employees to engage in this effort.

4. **Roundtable**

Safety Attire Notice -The Company will be sending out an updated communication soon regarding safety attire given changes in requirements including proper use and wear of various items including footwear, hardhats, ANSI visibility expectation on vests, etc.

Koji Maemura shared that PG&E Learning Academy will soon be rolling out Gas Department work procedures for FR clothing (flash suits) – Gas 525 which is an annual training.

Rewards and Recognition – Mark Hughes announced that the Company is exploring broader recognition for employees with injury-free service. The details are currently being worked out, but may include larger awards for significant milestones e.g. quarter century injury free service. The existing Agreements on rewards will be factored in to any recommendation.

Annual Safety Walk-around Inspections - The Committee discussed the need to reinforce the Walk-around Inspection process that was revised a few years back. The process appears to remain viable, but can be enhanced by having routine follow-ups to solicit participant employee names and to ensure timely inspections.

Targeted Meeting Dates for 2009 based on Labor Agreement Language

1st Quarter – Feb 18 (optional date being identified given schedule conflicts)

2nd Quarter – May 20

3rd Quarter – August 19

4th Quarter – November 18

Meeting dates are in the process of being identified.

Submitted by:

Frances Wilder-Davis

Labor Relations

cc: Attendees
Labor COE/HR Ops-Labor Relations