



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
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- ROBIN WIX, CHAIRMAN
- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

Business Manager's Grievance Number 13-01 (22100) Electric Operations – Transmission Line – Various Locations

Subject of the Grievance

This case concerns whether employees hired into the Transmission Department are exempt from the five-year bidding restriction of Letter Agreement 05-16.

Facts of the Case

The Union filed this grievance on behalf of employees who believed the five-year retention language of Letter Agreement 05-16 was not applicable to them because they were "hired" into the department rather than bidding. The language of item number 12 states:

"Employees bidding into the department after the effective date of this agreement will be required to remain in the Transmission Department for five years."

Discussion

The Committee reviewed the letter agreement and noted that it does not expressly state that those hired into the department are exempted from the five year retention language. The Company noted that such an exemption would result in favorable treatment for new hires over existing employees with more seniority and would contradict the intent of the language which was to slow down turnover.

The Committee reviewed the bidding language of the Physical Labor Agreement. More specifically, Title 205 (Job Bidding, Promotion, and the Bidding Transfer). The Committee noted that "bidding" is a broad term which covers how jobs are filled, whether by pre-bidding, transfer, or hiring. The hiring of employees is covered under Sections 205.5 and 205.13. Both of these are part of the Bidding Title.

Decision

The Committee agrees that employees who are hired bid into the Transmission Department are included in the five-year bidding restriction provided for in item 12 of Letter Agreement 05-16. There is no violation and this grievance is closed without adjustment.

Doug Veader 10/22/14
Doug Veader, For Company Date

F.E. (Ed) Dwyer Jr 10/22/14
F.E. (Ed) Dwyer Jr, For Union Date