



**Pacific Gas and
Electric Company™**

REVIEW COMMITTEE

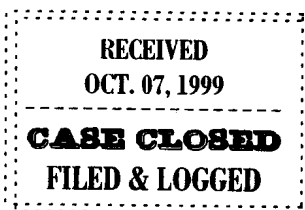
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PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(510) 974-4282

MARGARET A. SHORT, CHAIRMAN

- ☐ DECISION
- ☐ LETTER DECISION
- ☐ PRE-REVIEW REFERRAL



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060
PERRY ZIMMERMAN, SECRETARY

Steam Generation Grievance No. GPP-98-02
Fact Finding No. 6913-99-071

Steam Generation Grievance No. SFB-98-03
Fact Finding No. 6849-99-007
Pre-Review Committee No. 2231

BILL MEYER
Company Member
Local Investigating Committee

ROY RUNNINGS
HUNTER STERN
Union Member
Local Investigating Committee

Subject of the Grievances

These cases concern denial of reimbursement through Tuition Refund, Exhibit I of the Physical Agreement.

Facts of the Cases

Company had been reimbursing employees for courses offered through the National Radio Institute (NRI). The cost associated with the various courses offered was submitted as a total with no breakout for specifics. Until approximately January 1998, employees had been partially reimbursed up to \$1200 which is the maximum under Exhibit I. Employees were not fully reimbursed as the course total exceeded the \$1200 maximum.

From January to November 1998 Steam Generation employees covered by Letter Agreement 97-143, which increased the tuition refund amount for certain employees to an annual maximum of \$5000. Under this increased amount, some employees were reimbursed fully for NRI courses. In November 1998 it came to Company's attention that the cost submitted to the Company by NRI was all inclusive of registration fees and tuition, as well as, equipment (computer) and software.

The Tuition Refund Plan, Exhibit I, Refunds states:

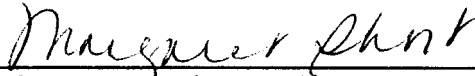
"After successful completion of an approved course of study, a refund of 75 percent or 90 percent of the direct costs will be made. Direct costs apply only to registration fees, tuition, required textbooks, laboratory fees, and other charges made by the institution. Costs of material and equipment purchased separately by the employee are not covered."

In November 1998, the Union and all employees enrolled or intending to enroll in an NRI course were sent a letter explaining that Company would no longer reimburse for the cost of the computer and associated software for these courses. It should be noted that inclusion of the computer and software costs was optional on the part of the participant.

The Grievants in the San Francisco case opted to delay enrollment in the NRI course until after the resolution of this grievance. The Geysers grievants have been reimbursed for the registration and tuition costs.

Decision


The PRC discussed this case and concluded that Company was not deviating from the provisions of the labor agreement, Exhibit I, or the practice of many years of not reimbursing for equipment or materials. It was agreed to close these cases without adjustment.



Margaret A. Short, Chairman
Review Committee

10/5/99

Date



Perry Zimmerman, Secretary
Review Committee

10-5-99

Date