



## REVIEW COMMITTEE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
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RECEIVED by LU 1245  
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**CASE CLOSED  
FILED & LOGGED**

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
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SALIM A. TAMIMI, SECRETARY

MARGARET A. SHORT, CHAIRMAN

DECISION  
LETTER DECISION  
PRE-REVIEW REFERRAL

**Pre-Review Committee No. 11203  
ISTS-99-15  
Information Systems and Technological Services – Burney**

Jesse Sondheimer  
Company Member  
Local Investigating Committee

Kit Stice  
Union Member  
Local Investigating Committee

Subject of the Grievance

This grievance concerns the posting of a New Classification and at Headquarters for two Telecommunications Technicians to be headquartered at the Burney Hydro Plant.

Facts of the Case

On July 1, 1999 consistent with Subsection 205.4(h), Company posted a notices system-wide that there were two new Telecommunications Technician vacancies in the ISTS Department to be filled at Burney. The notice established the prebid code and was left posted for 18 days for interested employees to submit their prebids. The vacancies were awarded pursuant to Subsection 205.7(c ).

At the time of the posting of the ISTS vacancies, there was already a prebid code established for Telecommunications Technician, Hydro Department, Burney.

This grievance does not challenge the job awards but rather the establishment of a separate bid code for these vacancies.

Discussion

Union's position is that Telecommunications Technician is contractually in the Electric Maintenance Department and that the vacancies should have been filled from the existing prebid code for Telecom Tech in Burney.

Company opined that throughout the prebid directory there are examples of classifications being listed more than once for the same location but in different departments. For Telecom Tech, there are two other locations, Angels Camp and Auburn, where there is a listing for both Hydro and the ISTS organizations. At Angels Camp prebids for ISTS have been on file since March 1988 and since October 1988 for Hydro. In Auburn, there have been prebids on file for Hydro since January 1989 and for ISTS since August 1990.

Further, without establishing a separate prebid code, there is no mechanism for Telecom Techs in the same location to be able to move between the departmental organizations of Hydro and ISTS.

In a prior case, PRC 2031, the Union argued that employees in the Telecommunications line of progression should be given equal consideration under Section 205.17 based on their geographical location rather than their reporting department. In that case, Company made a job award for a Telecom Tech in Hydro based on Prebid Unit 15 which is system-wide for Hydro. The grievance was mooted and the issue was addressed through a letter agreement (L/A 97-40) submitted by the Company. In it Company proposed to include the Telecom Techs in Hydro in Prebid Unit 15 which would have the effect of allowing Techs within Hydro to move around system-wide as "B" bidders. Telecom Techs in ISTS, regardless of seniority, would be "C" bidders to the Hydro jobs. Hydro Techs would be "B" or "C" bidders to ISTS vacancies depending on location. This proposal was rejected by the Union.

Since that time, priority of consideration for job awards to Telecom Tech, regardless of reporting department, has been made on the basis geographic location and seniority. The same sequence of consideration was used for these ISTS vacancies being grieved. There were three "B" bidders, two were from Hydro in Burney and the third from ISTS at Cottonwood. All of the "B" bidders declined. The awards were made to "C" bidders from ISTS in the Field Services and Construction functions.

Decision

The PRC is in agreement that no contractual violation occurred. However, the PRC further agrees that for the purpose of Titles 205, 206, 208, and 212, the Telecommunication Technicians are contractually tied to the Electric Maintenance Department. The parties may agree to local overtime administrative procedures which meet their operational needs. This case is closed without adjustment.

*Margaret A. Short*

Margaret A. Short, Chairman  
Review Committee

*2/7/02*

Date

*Sam A. Tamimi*

Sam Tamimi, Secretary  
Review Committee

*2-07-02*

Date