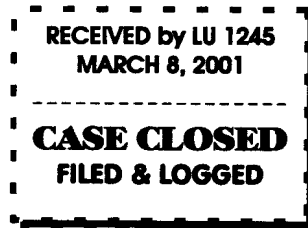




REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4282



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(925) 933-6060
BOB CHOATE, SECRETARY

MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

Pre-Review Committee No. 11548

Linda Matthews
Company Member
Local Investigating Committee

Phil Carter
Union Member
Local Investigating Committee

Subject of the Grievance

This grievance alleges that duties associated with the petty cash fund were removed from the Foreman's Clerk in Marysville and assigned to an Operating Clerk in Auburn.

Facts of the Case

The supervisor testified that the petty cash fund in Marysville was eliminated due to non-compliance and under utilization. The Foreman's Clerk testified that she spent 2-3 hours per month on petty cash activities.

Discussion

Historically, petty cash funds have been managed by many different classifications within the bargaining unit and by non-bargaining unit positions.

Several years ago, the Company embarked on a plan to eliminate as many petty cash funds as possible and where not possible, to limit their use. One of the uses that is no longer appropriate, is reimbursement for personal expenses. This decision led to the filing of a Business Manager's Grievance No. 97-07. The parties established an Ad Hoc Committee to address the parties' respective concerns. These discussions resulted in Letter Agreement 98-13 which provides for a substitute method for reimbursing overtime meals. Prior to L/A 98-13 one of the primary reasons a Foreman's Clerk would have a petty cash fund would be to reimburse employees for overtime meals.

The PRC reviewed Utility Standard Practice 19, Petty Cash, issued November 15, 1999 paying particular attention to Appendix A which details appropriate and inappropriate uses of petty cash funds. Based on this review, the PRC is in agreement that there would be very infrequent occasions when a Foreman's Clerk would need to appropriately reimburse from a petty cash fund.

Decision

Company has the exclusive right to determine where petty cash funds are established or eliminated, however, transfer of work from one bargaining unit to another may still constitute a contractual violation. Recognizing the de minimis nature of this assignment, the PRC agrees to close this case without adjustment.

Margaret A. Short

Margaret A. Short, Chairman
Review Committee

3/8/01

Date

Selim A. Tamimi

Sam Tamimi, Secretary
Review Committee

March - 8 - 2001

Date