

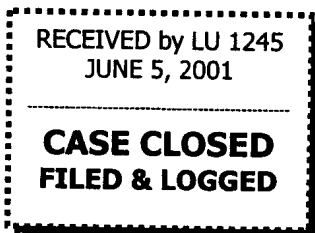


REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
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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
SALIM A. TAMIMI, SECRETARY

MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

Pre-Review Committee No. 11726 & 11730 Field Meter Services - various

Margaret Franklin
Melissa Montoya
Company Member
Local Investigating Committee

Jim Lynn
Debbie Mazzanti
Union Member
Local Investigating Committee

Subject of the Grievance

These grievances allege that bargaining unit work was performed by management employees (Revenue Protection Reps). Specifically, that they performed meter department work. The Union requests the Company to cease and desist assignment of such bargaining unit work to non-union employees, and that Company make whole any IBEW member any and all lost wages and benefits.

Facts of the Case

These grievances, filed in Fresno and Livermore, are representative of grievances filed at various locations regarding this issue (Grievance #'s 11829-Oakport; 11830 - Richmond; 11899 - Concord; 11795 - Woodland.)

During May and June 2000, approximately 24,000 accounts, system-wide, were initially identified as potentially having meter constant problems. After on-line sampling and analysis was done by Revenue Protection Reps, approximately 1106 were identified for field inspection. The results of field inspecting these 1106 accounts were regarded as statistically insignificant and no further action was taken regarding the remaining 23,000 accounts. The inspection of the meters was done by Revenue Protection Reps through the use of a magnet to trigger the display mode and show the meter multiplier, or constant. As cited in the LIC report, all such work was done on straight time. Further, the work was only a visual inspection. The work did not involve the removal of any panels or physical equipment.

This work originated in the Meter Services Department, and was driven by a business goal to improve overall accuracy. It was not done due to a regulatory requirement, other than the Company's obligation to ensure meter accuracy under Electric Rule 17, nor was there a specific time frame in which the work needed to be completed.

Discussion

The Committee reviewed the job description for Metering Systems Technician, which states, in part:

“An employee who ... performs the following; install, program, test, calibrate, troubleshoot and repair all types of electric/electronic circuits, components and devices related to billing measurement.”

While the parties note that Revenue Protection Reps have occasionally performed similar meter checks, it has been de minimus. Such intermittent checks might occur at the request of Records, Meter Reading, Credit, Service Planning or customers. In general, however, the work of the Revenue Protection Rep is related to investigations regarding the unauthorized use of energy. It is not the intent of the parties to disturb these practices.

Company agrees that the work at issue in this grievance clearly falls within the job definition of the Metering System Technicians but that visual checks and some tool assisted checks of meters have not been the exclusive jurisdiction of the Metering Technicians.

The Company has complied with the “cease and desist” correction asked for by the Union. Further, the Company does not anticipate a regular review program for meter constants in the future.

Decision

The Committee noted that the disputed work appears to have been a one-time survey and has been completed for over a year. Furthermore, the results of the meter constant survey do not indicate that there will be a future need for such a survey. However, the parties agree that in the future, a survey of this size would be performed by an appropriate bargaining unit classification, if they are available in a reasonable period of time to do the work or through the provisions of Exhibit XVI. If non-bargaining unit employees are to be used, Company will seek agreement with the Union prior to implementation.

On the basis of the above, these cases are closed.

Margaret A. Short

Margaret A. Short, Chairman
Review Committee

6/5/01

Date

Sam A. Tamimi

Sam Tamimi, Secretary
Review Committee

6-5-01

Date