

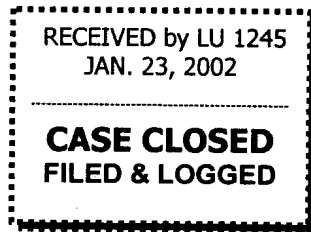


## REVIEW COMMITTEE

**IBEW**



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  
SALIM A. TAMIMI, SECRETARY

MARGARET A. SHORT, CHAIRMAN

DECISION  
LETTER DECISION  
PRE-REVIEW REFERRAL

**Pre-Review Committee No. 11866**  
OM&C – Support Services - Marysville

Linda Matthews  
Company Member  
Local Investigating Committee

Phil Carter  
Union Member  
Local Investigating Committee

### Subject of the Grievance

This case concerns the centralization of paving tag processing work from Marysville to Auburn.

### Facts of the Case

During 2000, a new procedure for processing paving tags was implemented in Area 6. A portion of the work, which was previously performed by Operating Clerical employees in many different locations, was centralized into Auburn. An Auburn Operating Clerk assumed the responsibility of inputting tags into the newly developed Pave Track program, batching, printing, and forwarding tags to contractors for completion, auditing completed tags, reviewing invoices, and processing invoices for payment. There were no displacements associated with the movement of this work.

### Discussion

The Union expressed concern that the centralization of work adversely affects the job security of the Operating Clerical employees in the outlying offices. The Union also expressed concern that the work was transferred across Demotion Areas. It also appears to the Union that the Company is centralizing higher-level work, which may cause a reduction in the job levels in the field.

The Company pointed out that under Section 24.1 of the Clerical Labor Agreement, the Company has the right to manage the work. This right includes the right to determine where and how work is to be performed. The Company pointed out previous examples where work has been centralized across Demotion Area and Demotion Unit boundaries (e.g. records consolidation and phone consolidation).

In regard to the Union's concern about job level reduction in the field locations, the Company reiterated that the centralization of paving tag processing was not implemented to reduce the job levels. The Company is not aware of any Operating Clerical employees in Area 6 who have had their jobs downgraded and red-circled under the PEQ process. The centralization is occurring when the Company believes it makes sense from an operating efficiency and effectiveness standpoint. There is no movement underway to reduce job levels.

Decision

Based on the above discussion, this cause is closed without adjustment.

Margaret A. Short  
Margaret A. Short, Chairman  
Review Committee

1/23/02  
Date

Sam Tamimi  
Sam Tamimi, Secretary  
Review Committee

1-23-02  
Date