



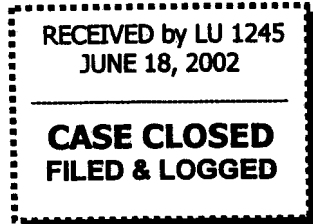
REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 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
(925) 933-6060
SALIM A. TAMIMI, SECRETARY

Pre-Review Committee No. 12938
Customer Field Services - Gas Dispatch - Concord

Kelly Adams
Company Member
Local Investigating Committee

Lula Washington
Union Member
Local Investigating Committee

Subject of the Grievance

This grievance alleges a violation of Letter Agreement 95-117, specifically the provision to maintain a minimum staffing level in Concord.

Facts of the Case

In 1995 the parties entered into the above agreement for the purpose of consolidating gas dispatch operations into 13 locations and placing 34 Service and Relief Service Operators. Attachment 1 of the letter agreement indicates the required system-wide staffing by location, the current staffing, and the difference which at that time was 63 vacant positions. Concord was to have a total of six positions, 2 RlfS/4 S.O.'s. At the time there was one vacant S.O. in Concord.

Union alleges a violation of L/A 95-117 and seeks the filling of positions in Concord. Company states that the agreement was specific to this consolidation which was never effected, therefore the provisions of the agreement are null and void.

This grievance was filed in 2001, some six years after the signing of the letter agreement. There is no explanation for why this is now in the grievance procedure, nor is there any current information about the staffing level in Concord or anywhere else in the system included in the LIC report. Arguments aside, no evidence has been presented to indicate the staffing level in Concord is below six.

Even if there are fewer than six filled positions in Concord (now only one), clearly they must have attrited over time as there have been no lay-offs of Service Operators, only relocations. There have been no grievances from Service Operators alleging violation of any bid or demotion rights.

At PRC, Union provided a copy of the resume from the December 8, 1997 94-53 Field Service Committee. It shows that system-wide there were 112 Rlf/S.O.'s. That is five more than when L/A 95-117 was signed. It appears there was some discussion at that meeting to move some Operators back to their prior headquarters from the consolidated San Jose location. If there was a problem with Concord, that seemed the appropriate time to raise the issue.

This decision is not to be construed to mean that if there are fewer than six Operators in Concord, that Company agrees with Union's position.

Decision

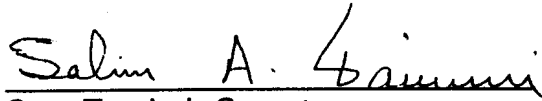
This case is closed without adjustment.



Margaret A. Short, Chairman
Review Committee

6/14/02

Date



Sam Tamimi, Secretary
Review Committee

6-14-02

Date