

*Exh. XVI:: No violation occurred when the Co. complied with the Agmt. when using a contractor to make arrangements for transportation of Company equipment.*



## REVIEW COMMITTEE

**IBEW**



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SALIM A. TAMIMI, SECRETARY

MARGARET A. SHORT, CHAIRMAN

DECISION  
LETTER DECISION  
PRE-REVIEW REFERRAL

RECEIVED by LU 1245  
January 27, 2004

**CASE CLOSED  
FILED & LOGGED**

### Pre-Review Committee No. 14280 General Construction – Fleet Services – Davis

Deanna Radford  
Company Member  
Local Investigating Committee

Roy Runnings  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns the use of a contractor to make arrangements for transportation of Company equipment.

#### Facts of the Case

In 1997, the Company entered into an agreement with a third party logistics company (FDSI Logistics) to coordinate the transportation of Company equipment and vehicles between facilities. One of the functions performed by FDSI is to dispatch outside carriers to transport Company equipment and vehicles. Dispatching involves receiving a request from the field to relocate a piece of equipment, and then contacting the most cost-effective carrier.

The grievant is a First Shop Clerk at the Davis Service Center who indicated that prior to the utilization of FDSI Logistics, he and another First Shop Clerk performed the dispatching function. It appears from the Local Investigating Committee Report that the grievant, as well as other employees throughout the system, had dispatched outside carriers prior to 1997.

#### Discussion

The Pre-Review Committee noted that this work has been performed by FDSI Logistics since 1997 and has not resulted in any employee layoffs or displacements. It was also noted that in some situations bargaining unit employees are still making calls to have equipment transported. These calls are simply going to FDSI Logistics rather than directly to the carriers. It also appears that the amount of work involved in dispatching is de minimis.

Given the above, the Committee agrees to close this case without adjustment. The Committee did discuss, however, that contracting out of work is an important issue to the parties. The Union will continue to monitor the Company's use of contracting to ensure compliance with the terms of the Labor Agreement.

Decision

No violation of the Agreement occurred. This case is closed without adjustment and without prejudice.

Margaret Short

Margaret A. Short, Chairman  
Review Committee

1/27/04

Date

Sam A. Tamimi

Sam Tamimi, Secretary  
Review Committee

1-27-04

Date