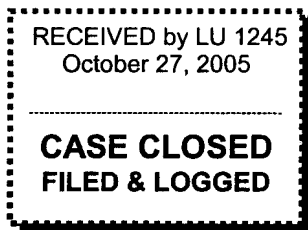




PACIFIC GAS AND ELECTRIC COMPANY  
 2850 SHADELANDS DRIVE, SUITE 100  
 WALNUT CREEK, CALIFORNIA 94598  
 (925) 974-4282

MARGARET A. SHORT, CHAIRMAN  
 DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

## REVIEW COMMITTEE



INTERNATIONAL BROTHERHOOD OF  
 ELECTRICAL WORKERS, AFL-CIO  
 LOCAL UNION 1245, I.B.E.W.  
 P.O. BOX 2547  
 VACAVILLE, CALIFORNIA 95696  
 (707) 452-2700  
 SALIM A. TAMIMI, SECRETARY

### Pre-Review Committee No. 15635 & 15781 General Construction – Line Department – Madera OM&C – Electric T&D – Bakersfield

Jodeane Fischer  
 Jeff Neeley  
 Company Members  
 Local Investigating Committee

Mike Haentjens  
 Ed Dwyer  
 Union Members  
 Local Investigating Committee

#### Subject of the Grievances

These cases concern inspection of Electric T&D projects completed by contractors.

#### Facts of the Cases

##### **15635**

The grievant, a Subforeman A, was given a day of one-on-one training and then following his vacation assigned to inspect in the Sonora area where he'd already been working on small new business jobs. He continued to be paid at his Subforeman rate. Another employee performed inspections for the three prior months, but was then upgraded to relieve another Subforeman A.

The grievant did not volunteer to inspect. The supervisor did not seek volunteers and stated no one had previously volunteered and the newer employees did not have the experience.

##### **15781**

This grievance challenges the assignment of a Title 200 Lineman to perform pole inspection when there was a more senior qualified Lineman in the yard who wanted the assignment.

#### Discussion

In the first case, Union opines that if there is no regular employee volunteer, Company must go to the Hiring Hall. In the second case, Union's position is that assignments to inspect contractors must be made by seniority.

Both grievances cite Letter Agreement 01-26 in support of Union's position. This L/A establishes a Hiring Hall Line Construction Inspector classification to do this work. It came about because in some locations, Company was requesting Hiring Hall journeymen to perform pole inspection before considering and/or training regular employees. This Letter Agreement provides for using HH after regular employees, but does not preclude Company from assigning inspection to a journeyman or higher classification. L/A 01-26 has no language about volunteers or seniority.

Decision

No violation of the Agreement occurred. These cases are closed without adjustment.

Margaret Short

Margaret A. Short, Chairman  
Review Committee

10/26/05

Date

Sam Tamimi

Sam Tamimi, Secretary  
Review Committee

10-26-05

Date