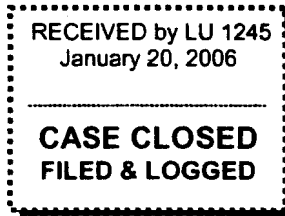




PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4282

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. 15691 General Construction – Gas – Stockton

Kris Picton
Company Member
Local Investigating Committee

Roy Runnings
Union Member
Local Investigating Committee

Subject of the Grievance

Company is using a motel parking lot as assembly site for the purpose of computing mileage to work site. Mileage from motel where bargaining unit employees are staying is over 15 miles from work site.

Facts of the Case

Title 300 CGT employees were assigned to work at McDonald Island from February through November 2005. McDonald Island is in an unincorporated area.

Section 301.4 of the Agreement provides that employees working more than 65 miles from home (Zone 5) may choose to receive \$25 per day for meals plus full reimbursement for lodging.

Subsection 301.21 clarifies 301.4 as it relates to lodging. Employees have two options. They may stay at a facility on a list established by Company or may stay at a facility of their own choosing. If an employee selects a facility not on Company's list, then the employee will be reimbursed for the "reasonable" cost of the lodging.

Motels/hotels on Company's established lists must meet certain criteria:

- Be of reasonable quality.
- Have a 1-3 star rating in the California Automobile Association or Best Western Systems.
- If in an unincorporated area, board and lodging must be within 15 miles of the headquarters and be within 2 miles of each other.
- Must have in-room telephone and cable television.

The Econo-Lodge meets all of the above criteria, but the employees chose not to stay there.

The CGT website has three facilities listed on its Preferred Lodging Directory for Stockton. They are: The Best Western Stockton; the Radisson Hotel Stockton; and the Residence Inn on March Lane. This information is not contained in the LIC report and it is unknown to the PRC if any of these facilities meet the above criteria.

Discussion

The issue in the grievance is that no travel time or mileage was paid to employees.

Union stated the employees did not want to stay at the Econo-Lodge because it is filthy; the beds are broken; and it is frequented by prostitutes, drug addicts, and the homeless. Union believes that the Econo-Lodge is not acceptable as lodging and should therefore not be used to calculate mileage.

Company noted that the Econo-Lodge meets contractual requirements for employee lodging and while the contract allows employees to stay at other than Company designated facilities, it does not obligate Company to pay all expenses associated with that employee choice. Further, Company noted that Item 2 of 301.21 provides a process for addressing facilities that Union/employees do not believe meet the above standards.

This grievance was not filed about the acceptability of the Econo-Lodge but rather about entitlement to travel time. The PRC strongly encourages local labor and management to discuss available lodging options in an effort to address employee concerns and management efforts to contain costs.

On January 17, 2006 the Secretary and Chair of the Review Committee (PRC) met with members of the LIC and the CGT Distribution Superintendent (T300) and determined the following additional facts:

- McDonald Island was the Point of Assembly (POA) and where Company stored its vehicles and equipment.
- The Company vehicles observed by the Business Rep at the Best Western were assigned to the Crew Leaders. There may have been other than CGT employees also staying at that motel.
- There is a Denney's restaurant within 2 miles of the Econo-Lodge.

Decision

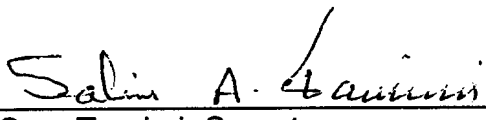
Employees were appropriately compensated for their expenses. This case is closed without adjustment.



 Margaret A. Short, Chairman
 Review Committee

1/20/06

 Date



 Sam Tamimi, Secretary
 Review Committee

1-20-06

 Date