



## REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
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INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
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VACAVILLE, CALIFORNIA 94696  
(707) 452-2700

JOHN MOFFAT, CHAIRMAN

BOB CHOATE, SECRETARY

DECISION  
LETTER DECISION  
PRE-REVIEW REFERRAL

**Revised**  
**Pre-Review Committee No. 17853**  
**Customer Field Services – Sacramento – Gas Service**

Marlene Brock  
Company Member  
Local investigating Committee

Darryl Norris  
Union Member  
Local Investigating Committee

### Grievance Issue:

This case concerns the long term upgrade of a Gas Service Representative (GSR) to backfill behind a supervisor. The supervisor was on a rotational assignment supervising Installers as part of the Advanced Metering Infrastructure (AMI)/Smart Meter deployment project.

### Facts of the Case:

During the ten months preceding the filing of this grievance in November 2007, the grievant had been upgraded to fill in behind a *Gas Service* supervisor on a daily and rotational basis for 1744 hours. At some point in 2008 he was returned to his regular route as a GSR, but has continued to be upgraded occasionally on a timecard/daily basis since then.

### Discussion

During the Fact Finding discussion on this case, the parties reviewed P-RC 15773 which states that there is no contractually defined period of temporary upgrade beyond which Company must fill additional positions. The case also states that, "Upgrades for additional workload, as in this case, are generally viewed as excessive after one year." Union contended that the upgrade of the grievant was excessive and that Company is obligated to fill an additional GSR position.

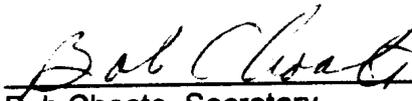
Subsequent to the filing of this grievance, the Pre-Review Committee settled PRC 16914, which specifically addressed long-term temporary assignments to Meter Reading positions. In that case the Committee agreed that, given the number of agreements entered into to reduce the number of employees impacted by Title 206 (demotion and layoff procedure) during the implementation of the Smart Meter (AMI) project, long term temporary assignments are not a violation of the Agreement.

Decision

The Pre-Review Committee agrees that, based on the earlier agreement in P-RC 16914, no violation of the Agreement occurred in this case. This case is closed.

  
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John A. Moffat, Chairman  
Review Committee

3/10/09  
\_\_\_\_\_  
Date

  
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Bob Choate, Secretary  
Review Committee

3/10/09  
\_\_\_\_\_  
Date