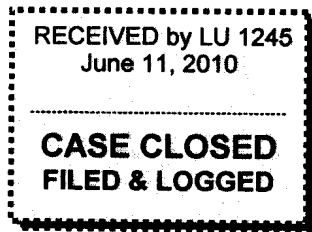




REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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SAN FRANCISCO, CA 94177
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INTERNATIONAL BROTHERHOOD OF
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JOHN MOFFAT, CHAIRMAN

BOB CHOATE, SECRETARY

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

Pre-Review Committee No. 18130 Energy Delivery – Support Services – Fresno

Monica Oakes
Company Member
Local Investigating Committee

Mike Grill
Union Member
Local Investigating Committee

Subject of the Grievance:

Company is allegedly assigning bargaining unit clerical work to non bargaining unit employees, in the Fresno area Claims Department.

Facts of the Case:

In Fresno the clerical work performed by the former Operating Clerk was transferred to other locations to be performed by Operating Clerks. The work performed was for Law-Claims and was transferred to other headquarters and the ordering of supplies and building requests were transferred to an Operating Clerk responsible for Vegetation Management.

The Operating Clerical positions in question were eliminated as part of the Company's Business Transformation Initiative. One Claims Investigator in Templeton was doing her own clerical work but once it was brought to the attention of the Company this was corrected. The Modesto Claims Representative stated that she is still performing some clerical duties for her work. She stated she does mail, scans documents, prepares form letters and puts them in the mail. This claim representative also stated that she shreds documents as well. Her clerical support is in Oakport and the work that she does is not enough for a full time employee.

The Supervisor testified that on occasion when the Claims Clerk is overloaded the Claims Investigators may help out. The amount of work performed by these employees is minor and amounts to inputting in to Riskmaster, the software used to process claims paperless.

Discussion:


The tasks mentioned in the grievance are common tasks that were traditionally performed by both bargaining unit and non bargaining unit employees prior to some of the work being relocated. The tasks have been normally performed for their own work. The major duties were transferred to other Operating Clerical employees located in other headquarters. There is not enough work to warrant returning a position to Fresno.

Decision:

There are some of the duties in question that are now being performed by Operating Clerical at other locations. The Company has an Operating Clerk from Vegetation Management performing some of

the duties. The remaining duties in question are duties that historically are not exclusive jurisdiction of the bargaining unit. The duties such as faxing, copying, etc. are de minimus in nature in this case. for the non bargaining unit employees own work. to help out the clerks that get overloaded

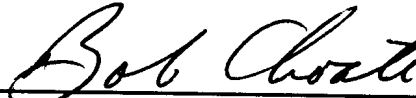
This case is closed based on the fact that in Fresno the amount of work is minor and amounts to imputing into Ringmaster claims when the Claims Clerk is overloaded. There is no contractual obligation for the Company to move the work back to Fresno.



John A. Moffat, Chairman
Review Committee

8/14/10

Date



Bob Choate, Secretary
Review Committee

6/4/10

Date