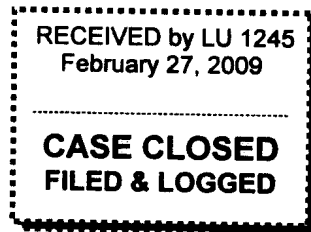




## REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
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INTERNATIONAL BROTHERHOOD OF  
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VACAVILLE, CALIFORNIA 94696  
(707) 452-2700

JOHN MOFFAT, CHAIRMAN

BOB CHOATE, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

### Pre-Review Committee No. 18175 Substation Maintenance - Fresno

Margaret Franklin  
Company Member  
Local investigating Committee

Mike Grill  
Union Member  
Local Investigating Committee

#### Grievance Issue:

This case concerns an Electrical Technician Crew Leader position that was awarded without having a New Classification at Headquarters (NCH) notice posted on the bulletin board in accordance with Subsection 205.4(h), and whether or not the job was awarded in error because of this.

#### Facts of the Case:

In February 2008, an Electrical Technician in the Fresno headquarters was awarded an Electrical Tech Crew Leader position. The Pre-Review Committee learned that this employee was never actually placed in the position via a Personnel Change Request (PCR, formerly a payroll change tag). Once he was awarded the job, the employee immediately was upgraded to a management position. At the time, he and his superintendant had a discussion about whether or not he should be tagged into the Crew Leader position for one day prior to being upgraded to management, and they agreed it was not necessary. However, when the employee returned from his assignment to management in November 2008, there was a new superintendant and supervisor in place, who informed him that they did not intend to fill a Crew Leader position in the Fresno headquarters. The position has since been cancelled.

When the new Electrical Tech Crew Leader position was created in the Fresno headquarters, the NCH notice was not posted on the bulletin board. In the TSM&C department, Fresno headquarters, NCH notices have not been physically posted on bulletin boards for over three years. Rather, they have relied on the online notification on the HR website where the online bidding system is housed.

Discussion

The Union opined that, had the NCH been posted on the bulletin boards as required by 205.4(h), other potential bidders to the job would have seen the notice, and one may have been awarded the position over the employee who was awarded it. They sited one such grievant who had 3 more years of service than the employee who was awarded the job.

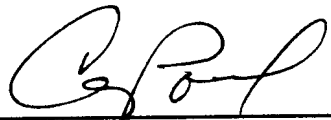
At the time of this grievance, the Company believed they had an agreement to post NCH notices exclusively online. In 2005, the Company and the Union agreed on the cancellation of the telephone pre-bid system and the paper pre-bid system, in favor of the online bidding system, Bid Express. The Company members opined that if employees are submitting bids exclusively online, then the online posting of bidding related information should be sufficient.

During discussions with the 2008 General Negotiations subcommittee on Title 205, the Company proposed to modify 205.4(h) so that all NCH postings, as well as job award bulletins, would be made available exclusively online. The parties did not agree to these changes.

Company opined that there is no way to guarantee that the NCH notices remain posted on all bulletin boards. As in years past, the notices are sometimes removed by employees.

Decision

The Pre-Review Committee agreed that, since the job was awarded but never filled, and the position was subsequently cancelled, then no violation of the Agreement occurred. Had the job been filled as intended, there would have been a violation of 205.4(h). This case is closed without adjustment.

 FOR  
\_\_\_\_\_  
John A. Moffat, Chairman  
Review Committee

2-24-09  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Bob Choate, Secretary  
Review Committee

2/27/09  
\_\_\_\_\_  
Date