



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

RECEIVED by LU 1245
April 3, 2009

**CASE CLOSED
FILED & LOGGED**

JOHN MOFFAT, CHAIRMAN

BOB CHOATE, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Pre-Review Committee No. 18478 Energy Delivery – TSM & C – Station Construction

Robin Wix
Company Member
Local investigating Committee

Roy Runnings
Union Member
Local Investigating Committee

Grievance Issue:

This case concerns the bypass of an Electrician to upgrade to Subforeman A.

Facts of the Case:

The grievant is an Electrician with 31 years of service.

The grievant was previously demoted from Subforeman A to Electrician in 2004 for a series of safety infractions.

Since the demotion the grievant has been upgraded on occasion to Working Foreman B or Subforeman A. In 2007 the grievant was upgraded for around 100 days. The grievant's performance was closely watched by his supervisors and safety measures were taken so he did not do anything to put his crew or the public at risk.

The supervisor's observations were that the grievant hurries jobs and does not work safely; that the crew moral deteriorates; that he has problems working with other crew members which increases when he is given more authority. The supervisor did say that the grievant does a good job when working alone.

Discussion


The Union argued that the company did not demonstrate that the grievant is unqualified to work as a Subforeman.

The Company argued that supervision has provided a plan and opportunities for the grievant to demonstrate his ability to work in a bargaining unit supervisory classification. He has been told what deficiencies he needs to correct and to date he has not been able to show improvement. The Company has devoted time and resources to help the grievant and the grievant has still failed to

demonstrate that he is capable of leading a crew effectively. The Company followed the contractual provisions in Subsection 305.5 (d) of the Agreement in bypassing the grievant.

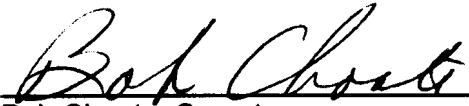
Decision

This case is closed without adjustment or prejudice to either parties' position.



John A. Moffat, Chairman
Review Committee
3/10/09

Date



Bob Choate, Secretary
Review Committee
3/10/09

Date