

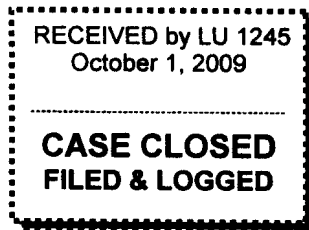


## REVIEW COMMITTEE



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

### Pre-Review Committee No. 18665 Energy Delivery – Electric T&D - Stockton

Margaret Franklin  
Company Member  
Local Investigating Committee

John Mendoza  
Union Member  
Local Investigating Committee

#### Subject of the Grievance:

The Company established a schedule with rotating shifts for Troublemens in which the Company did not provide a full 12 month schedule and did not fully discuss it prior to implementation.

#### Facts of the Case:

The Company established an ABC in 2008 for the Troublemans. The employee accepted the Company offer to provide a 12 month schedule. The supervisor provided the schedule to several of the Troublemens and then it was sent to the rest of the Troublemens. The Company implemented the ABC schedule and the Company stated they were willing to discuss alternatives to meet the 24/7 coverage.

The Union stated it was not enough time to come up with a schedule within the time frame required by the Company before they implemented an ABC schedule.

In February of 2009 the parties entered into a local agreement.

#### Discussion:

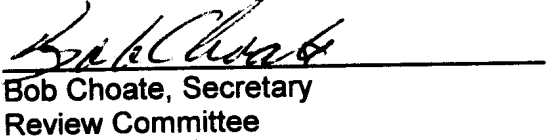
The Union stated that they should have been part of the implementation process and the lack of a full 12 months schedule did not allow for the employees to fully understand their vacation schedules for the next year.

The Company argued that the failure to provide a 12 month schedule to the entire work group was not a violation of the Agreement. The Company maintained the position that it was interested in working with the Union in reviewing the data after one year of the 24/7 schedule.

Decision:

Since the parties have agreed to a schedule this case is closed and considered moot.

  
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John A. Moffat, Chairman  
Review Committee

  
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Bob Choate, Secretary  
Review Committee

9/18/09  
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Date

9/18/09  
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