

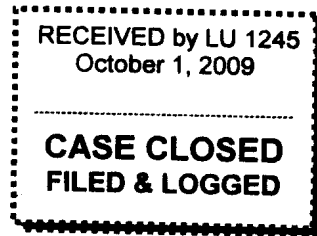


REVIEW COMMITTEE



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.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 94696
(707) 452-2700



JOHN MOFFAT, CHAIRMAN

BOB CHOATE, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Pre-Review Committee No. 18666 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's failure to fill vacant shift in the Troublemens' schedule.

Facts of the Case:

The Company established a new work schedule for Troublemens. There were 13 shifts to cover but only 13 Troublemens. The Company canceled the Troubleman schedule agreement at the headquarters and went to an ABC schedule as provided in the Agreement.

The Company was not filling all the vacant shifts by using overtime or other means.

The supervisor stated that he was only filling critical shifts. The Company was choosing not to fill a second or third shift if there was one Troubleman already assigned.

Currently there are eight shifts established within the provision of the local agreement with a total of 13 Troublemens assigned.

Discussion:

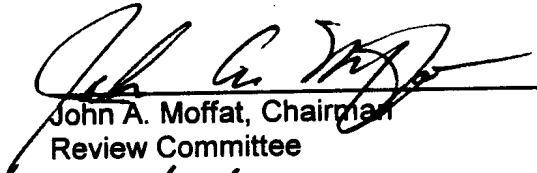
The Union argued that it was not safe or efficient not to fill vacant shifts. The argument continued to contend that overtime should have been used to fill the shifts.

The Company contends that there is no violation of the Agreement. The Company can choose to fill a vacant shift or not and there is no requirement to fill the shift on overtime.

Decision:

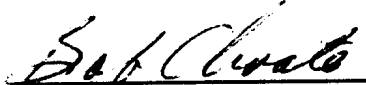
Currently there are eight shifts established within the provisions of a local agreement, with a total of 13 Troublemens covering the shifts and they currently have 13 Troublemens positions filled.

There is no violation of the Agreement and this case is closed without adjustment.



John A. Moffat, Chairman
Review Committee
9/18/09

Date



Bob Choate, Secretary
Review Committee
9/18/09

Date