

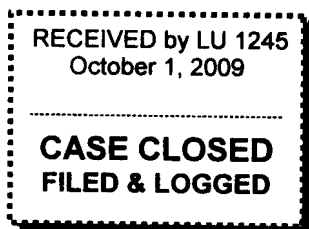


REVIEW COMMITTEE



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. 18962 Energy Delivery – Gas T&D Stockton

Debbie Sargent
Company Member
Local investigating Committee

John Mendoza
Union Member
Local Investigating Committee

Subject of the Grievance:

Company has had an employee on extended upgrade to a management position and has failed to fill the temporarily vacated position on a regular basis.

Facts of the Case:

A Fieldperson in Stockton has been upgraded to a management position since February 2007. Company has been upgrading a Utility Worker on a daily basis to backfill behind the upgraded employee.

The assignment for the temporary management employee is to role out Mark and Locate best practices throughout the Company system. The superintendent stated that they are below their headcount but do not have the funding for an additional position. The superintendent further stated that if the position held by the upgraded employee became vacant it would not be filled.

On September 1, 2009, the upgraded Fieldperson was placed into a regular management position.

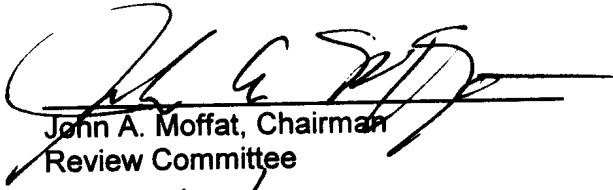
Discussion:

The Union argued that not filling the position is causing hardship on others and that in the past the Company has filled vacant positions behind employees on long term upgrades.

The Company maintained the position from PRC 16914 and others, noting that there is no contractually defined period in which the Company has to fill the position.

Decision:

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