



# 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  
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DOUG VEADER, CHAIRMAN  
 DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

## Pre-Review Committee Number 21686 Gas Operations – Gas T&R – San Jose

Jodi Baxter  
Company Member  
Local Investigating Committee

Bill Brill  
Union Member  
Local Investigating Committee

### Subject of the Grievance

This case concerns whether a Corrosion Mechanic was improperly bypassed for an M&C Coordinator – Gas vacancy.

### Facts of the Case

The Company filled an M&C Coordinator-Gas vacancy in San Jose. The grievant is a Corrosion Mechanic which makes him a priority D bidder. There were no priority A, B, or C bidders interested in the vacancy. Three of the priority D bidders, including the grievant, were interviewed. The vacancy was offered to an employee who had less seniority than the grievant.

### Discussion

The Union argued that the grievant should have been awarded the job as he was the most senior and most qualified D bidder. The grievant previously held Fitter and Gas Crew Leader positions. Employees in these classifications are considered as B or C bidders.

The Company responded that Letter Agreement 10-15 provides contractual bidding rights to M&C Coordinator vacancies only to priority A, B, and C bidders. In accordance with the letter agreement, "upon exhaustion of all confirmed priority A, B, and C bidders, as in accordance with the Agreement, the Company shall retain right to identify and interview candidates possibly including those listed as D or E bidders, RTW, or external candidates at Company discretion".


### Decision

The Committee agrees there was no violation as the grievant was a D bidder and Letter Agreement 10-15 provides that once A, B, and C bidders are exhausted, an M&C Coordinator may be filled at the Company's discretion. This case is closed without adjustment.

  
\_\_\_\_\_  
Doug Veader, Chairman  
Review Committee

11/16/13

Date

  
\_\_\_\_\_  
F.E. (Ed) Dwyer Jr, Secretary  
Review Committee

1/16/2013

Date