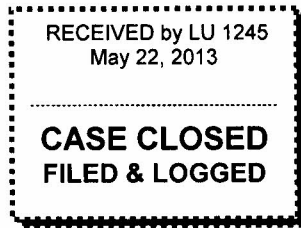




REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CA 94177
(650) 598-7567



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 94696
(707) 452-2700

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

F.E. (ED) DWYER Jr, SECRETARY

Pre-Review Committee Number 21838 Electric Operations – Restoration – Fresno

Deborah Harper
Company Member
Local Investigating Committee

F.E. (Ed) Dwyer Jr.
Union Member
Local Investigating Committee

Subject of the Grievance

This grievance addresses the issue of whether the Company has the right to require employees to sign training rosters to confirm attendance at training classes.

Facts of the Case

A Troubleman attended the Wood Pole Fall Restricting Equipment field check training and was issued new equipment called the “bucksqueeze”. Upon completion of the training, the Troubleman refused to sign the training roster. The employee was advised that if he did not sign the roster, he would not be certified to use the equipment which would preclude him from climbing, which would then result in his removal from his job. The employee signed the roster, and the Union filed this grievance on behalf of the employee.

Discussion

The Union had argued that requiring employees to sign attendance rosters is a change in the conditions of employment and therefore a mandatory subject of bargaining. In the past, the Company has accommodated employees who did not want to sign attendance rosters or acknowledge receipt of documents by having the supervisor or trainer indicate that the employee refused to sign. The order to sign the roster is a change in this past practice. Further there have been occasions where the employees have signed a roster that has not been fully filled out or did not complete the training and/or meeting due to other commitments.

The Company responded that the requirement that employees sign a form to confirm attendance at a training or meeting or to acknowledge receipt of documents is a reasonable work order. Such a requirement falls within Management Rights and is consistent with the Company’s responsibility to train and properly document such training of employees.

Decision

The Committee agreed that there is no violation of the agreement. The requirement to sign attendance rosters that indicate the reason for the meeting or training or acknowledgement of receipt of documentation is a reasonable work requirement. In cases where the employee does not complete the meeting or training then their name shall be removed from the roster so the record is accurate.

Doug Veale 5/22/13
Doug Veale, Chairman Date
Review Committee

F.E. (Ed) Dwyer Jr. 5/22/2013
F.E. (Ed) Dwyer Jr, Secretary Date
Review Committee