

REVIEW COMMITTEE**PG and E****IBEW** 

PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94106
(415) 781-4211, EXTENSION 1125

CASE CLOSED
LOGGED AND FILED

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

RECEIVED APR 4 1985

REVIEW COMMITTEE DECISION

- ☐ DECISION
☐ LETTER DECISION
☐ PRE-REVIEW REFERRAL

Stockton Division Grievance No. 16-300-83-43
Review Committee File No. 1571-84-8

Subject of the Grievance

This case concerns the interpretation of the Meter Reader letter agreement dated August 9, 1983 with regards to the requirement for employees to either furnish their own transportation as a condition of employment or be provided with a Company vehicle.

Facts of the Case

In November 1983, Stockton Division issued guidelines that provided when a Company vehicle is not made available that 1) newly-hired Meter Readers would be required to provide their own transportation and go on a DMA as a condition of employment, and 2) any employees who transfer to the Meter Reader headquarters to provide their own transportation and go on a DMA. The Company indicated that employees currently assigned a Company vehicle will continue to have one made available to them; however, the Company expects to reach a point, through attrition, where the only Company vehicles provided are pick-up trucks for use on rural routes where off-road vehicles are advisable. In time, such vehicles will be assigned to a route and not necessarily to a specific Meter Reader.

The Union opined that the Company was obligated to provide vehicles to all regular Meter Readers upon request and cited the August 9, 1983 Meter Reader Agreement. That Agreement with regard to transportation reads in part:

"Company/Union agrees to eliminate car pooling in all offices and provide all Meter Readers with their own car (Company car or DMA)."

Decision

This case was referred from Fact Finding to the Review Committee, and from the Review Committee on to the Ad Hoc Meter Reader Negotiating Committee.

The Meter Reader Committee discussed the transportation issue and reached the following agreement (which is contained in the February 13, 1985 Letter Agreement 84-104):

"Car pooling will be eliminated in all offices and Company will make provisions for each Meter Reader to have a car (either a Company car or the Meter Reader's car reimbursed through a DMA). If requested by the local office, all newly-hired Meter Readers will be required to use a personal car (car must meet DMA requirements) as a condition of employment. This stipulation is also in effect for Meter Readers transferring to another office where a DMA is required. Meter Readers should be made aware of this condition prior to the job transfer being effected.

"In the event a Meter Reader using a Company car vacates his or her position, and the Company car is to remain available to a Meter Reader, an employee on a DMA currently at the headquarters should be assigned the vehicle. Assignment of the vehicle will be based upon seniority."

Based upon the above, the parties agree to close this grievance without adjustment. Such closure should be so noted by the Local Investigating Committee.

FOR COMPANY:

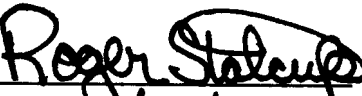
M. E. Bennett
F. C. Buchholz
R. C. Taylor
D. J. Bergman

FOR UNION:

P. Nickeson
F. Pedersen
A. Watson
R. W. Stalcup

By 

Date 3-29-85

By 

Date 3/29/85