

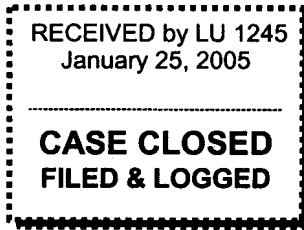


PACIFIC GAS AND ELECTRIC COMPANY
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 (925) 974-4282

MARGARET A. SHORT, CHAIRMAN

DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

REVIEW COMMITTEE



IBEW



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

Review Committee File Numbers

OM&C – Electric T&D

14924 – Vacaville

14992 – North Coast

14935 - Livermore

Melissa Montoya
 Maggie Brown
 Dana Massuk
 Company Member
 Local Investigating Committee

Darryl Norris
 Rich Cowart
 Lula Washington
 Union Member
 Local Investigating Committee

Subject of the Grievance

These cases all involve the assignment of Shut-Off for Non-Payment of Three Phase Meters to Metering Systems Technicians.

Facts of the Case

In December 2003 Company met with Union to outline its plan to reassign certain customer related work assignments from various classifications to other lower paid classifications. These reassignments would occur where the duties were common to one or more of the classifications involved in the transfer of the work. Of the transitioned duties, only the SONP of 3-phase meters to the Metering Technicians was grieved on behalf of the Troublemens.

The above duties have historically been performed by Troublemens throughout the system. However, Company was able to demonstrate that Metering Technicians have also performed these duties since the implementation of the FAS system in late 2002 and early 2003. In addition, Company provided 1997 resumes from the Metering Technician 94-53 Committee. The resumes indicate that a joint committee recommended these duties transition to Metering Technicians and that the Job Definitions sub-committee make the appropriate change to the Metering Technician job definition; however, this did not occur before the 94-53 Committees were disbanded.

Discussion

Union noted that Metering Technicians are higher paid than Troublemens and assigning SONP's to the Metering Technicians didn't fit the stated reason for the change. Union pointed to the statements of various Metering Technicians that they've never performed these duties. Finally, Union stated the negotiated job definition for Metering Technicians does not include any language to support this assignment, while the Troubleman job definition does.

Company responded that the reason for the transfer of these duties is so that the Troublemens can be more fully utilized on restoration and maintenance of the electrical system; and that Metering Technicians have the ability, skill, knowledge, and tools to shut off 3-phase meters. They do it anyway for their own work.

The finding and review of the 94-53 committee resumes at the Review Committee step of the grievance procedure set the stage for resolving these grievances.

Decision

Company and Union agree that SONP (shut-off for non-payment) of 3-phase meters is a duty common to Troublemens and Metering Systems Technicians. Company, in its exclusive discretion, will make work assignments to either classification giving consideration to operational need and availability of resources.

Further, the parties agree to the following language similar to what was agreed in the 2000 General Negotiations in effecting changes in the Job Definitions and Lines of Progression:

No current Troublemens will be displaced as a result of this agreement. Incumbent Troublemens will maintain their wage and classification, unless they voluntarily vacate their position. Both parties recognize that there may be other conditions outside of this agreement that independently may affect the number of Troublemens. If conditions outside this agreement would result in reductions in a headquarters, the parties agree to meet and discuss the following: (1) the impact on this agreement, (2) moving the work back to the Troublemens.

For the record, attached (not for distribution) is a list of current regular Troublemens in the system.

On the basis of the foregoing, this case is closed without adjustment.

For the Company:

Margaret A. Short
Bob Lipscomb
Dave Morris
Toby Tyler

By: Margaret A. Short

Date: 1/20/05

For the Union:

Sam Tamimi
William R. Bouzek
Louis Mennel
Sherrick A. Slattery

By: Sam A. Tamimi

Date: 1-24-05