

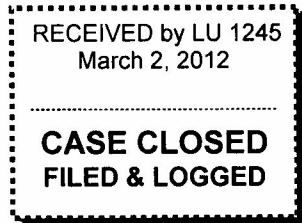


## REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
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DOUG VEADER, CHAIRMAN

F. E. (ED) DWYER Jr, SECRETARY

- ☐ DECISION
- ☐ LETTER DECISION
- ☐ PRE-REVIEW REFERRAL

### Review Committee No. 20253 Business Manager's Grievance 10-04 Electric Operations – TSM&C – Various Locations

#### Subject of the Grievance

This grievance concerns whether the work schedules established for the Electrician-Switching classification violated the Hours Clarification (Letter Agreement 89-131).

#### Facts of the Case

The Electrician-Switching classification was established as a service classification in Letter Agreement 10-01. The Company initially staffed this new classification at 14 headquarters. The established schedules were Tuesday through Saturday (11:00 a.m. to 7:30 p.m.) and Sunday through Thursday (11:00 a.m. to 7:30 p.m.).

The Hours Clarification (Subsection I.B6.b) designates the work periods of service employees as primary, secondary, afternoon, or night. An 11:00 a.m. start time is considered a secondary work period. The grievance argues the schedules violate the Hours Clarification because there are no primary work periods established for the Electrician-Switching classification.

#### Discussion

The Company argued that there is no language in the Hours Agreement specifically prohibiting the establishment of a secondary work period when there is no primary work period. Never the less, there are Electricians who work a primary work period at the headquarters where secondary work periods were established. Hours Clarification Subsection I.A.2 very clearly allows "for a department schedule to include the schedules of employees in more than one classification within a normal line of progression". The Electrician and Electrician-Switching classifications are within the same line of progression.

The Union responded that it does not agree that a secondary work period may be established in the absence of a primary work period. The language clearly implies that any such work periods must be in addition to a primary work period. The Union believes that there must be an Electrician-Switching on a primary work period in order to have an Electrician-Switching on a secondary period.

Since the filing of this grievance, the Company has changed many of the 11:00 a.m. to 7:30 p.m. schedules to 7:00 a.m. to 3:30 pm due to operational reasons. At this point in time, there are only three headquarters with an Electrician-Switching on a secondary work period without an Electrician-Switching on a primary work period. The Review Committee has learned that these locations have changed their 11:00 am start time to a 7:00 start time. Given these changes, the grievance issue has become moot.

Decision

The Committee agrees to close this grievance on the basis that the issue is moot. This closure is made without prejudice to the positions of the parties.

**For the Company:**

Doug Veader  
Laura Sellheim  
Ruben Ramirez  
Mike Savage

By: Doug Veader  
Date: 3/1/12

**For the Union:**

F.E. (Ed) Dwyer Jr.  
James Brager  
Mike Scafani  
Karen Russel

By: [Signature]  
Date: 3/1/2012