



## REVIEW COMMITTEE

**IBEW**



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  
(707) 452-2700

CLAIRE IANDOLI, CHAIRPERSON

KIT STICE, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

### **Review Committee Number 23431 Department – General Construction Gas**

Jodi Baxter  
Company Member  
Local Investigating Committee

Casey Barker  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

Union alleges the Company violated section 305.5 by denying the Grievant promotion to Working Foreman B within the General Construction Gas Department.

#### Facts of the Case

On or about 11/9/2015 the Company promoted, via section 305.5 of the agreement, two GC Backhoe Operators to Working Foreman B – Gas. In this case, the grievant was a GC Backhoe Operator who had more seniority than both promoted employees.

#### Discussion

The Union argued that the grievant had a valid Temporary/Permanent Upgrade Sheet on file at the time of the bypass and was not informed of the reason he was deemed not qualified.

The Company acknowledged the Grievant had a T/P Sheet on file, however, the Supervisor and Superintendent indicated that the Grievant was not qualified for promotion to Working Foreman B – Gas.

#### Decision

During the grievance process the Company offered to settle this case by promoting the grievant to Working Foreman B - Gas at a different headquarters. The Grievant declined the offer. Due to

extenuating circumstances, the Review Committee has agreed to a lump sum equity settlement of \$1000. This case is closed without precedent.

*s/ Claire Iandoli*    *1/31/2018*  
Claire Iandoli, Chairman    Date  
Review Committee

*s/ Kit Stice*    *1/31/2018*  
Kit Stice, Secretary    Date  
Review Committee