



## 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

KATHY LEDBETTER, CHAIRPERSON

LLOYD CARGO, SECRETARY

**Review Committee Number 24783  
Arbitration No. 370  
Electric Operations – Substation – Pismo Beach**

Marcus Mitchell  
Company Member  
Local Investigating Committee

Jerry Camacho  
Union Member  
Local Investigating Committee

### Subject of the Grievance

This grievance concerns the rate of pay applied to an Electrical Control Technician DCPP who transferred to an Apprentice Electric Technician.

### Facts of the Case

In July 2013, the Grievant bid from an Electric Control Technician DCPP to Apprentice Electric Technician. He was placed at the starting rate of pay for the classification. He progressed to a journey level Electric Technician classification and wage rate in July 2015.

In 2018, the same department and location entered into a local letter agreement that provided a different DCPP Electric Control Technician wage protection upon bidding to an Apprentice Electric Technician position. IBEW 1245 filed the grievance on his behalf as unfair treatment to a similarly situated employee and that the Substation and DCPP Lines of Progressions did support the higher wage rate.

### Discussion

The Company maintained that a DCPP Electrician did not have wage protection or language supporting advanced wage placement to the Electric Tech Apprenticeship. Further, the company argued that the grievance is not timely as the Grievant progressed to a journey level three years earlier.

The Union maintained that the various Lines of Progressions for Electricians and Electric Technicians as well as the LA 13-28 (Master Apprenticeship Agreement) provided that the Grievant should have maintained the journey level rate of pay when entering the new position.

Decision

Since this case was referred to the Review Committee, the parties have agreed to Letter Agreement No. 20-62 (a revision of LA R2-13-76), Letter Agreement No. 13-28 (The Master Apprenticeship Agreement) and Letter Agreement No. 20-62 to clarify the wage placement of journey level employees already working at PG&E who are placed into (bid into) Apprentice Electric Technician positions going forward.

In an effort to settle this this specific case and move forward with the above agreed to language, the parties agree to an equity settlement of \$10,000 to be paid to the Grievant upon execution of this settlement.

This case should be considered closed based on the above. Further it should be considered as without precedent and not referable toward any future cases.

**For the Company:**

 01/20/2021  
Kathy Ledbetter Date  
Chairperson, Review Committee

**For the Union:**

 01/20/2021  
Lloyd Cargo Date  
Secretary, Review Committee