



# REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4282

MARGARET A. SHORT, CHAIRMAN

DECISION  
LETTER DECISION  
PRE-REVIEW REFERRAL

RECEIVED by LU 1245  
DECEMBER 20, 2000  
  
CASE CLOSED  
FILED & LOGGED

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(925) 933-6060  
BOB CHOATE, SECRETARY

## Pre-Review Committee No. 11307

Pat Medrano  
Company Member  
Local Investigating Committee

Lula Washington  
Union Member  
Local Investigating Committee

### Subject of the Grievance

This case concerns the filling of a Title 200 Electric Crew Foreman vacancy at the Oakport headquarters. The grievance alleges he bypassed because his bid was canceled and he was not notified to resubmit.

### Facts of the Case

Grievant is a Title 200 Lineman from the Oakport yard. His hire date is May 7, 1973. The vacancy was awarded to a junior employee with a hire date of October 31, 1977 pursuant to Section 205.7(b). The control date of the vacancy was December 17, 1999. The award was listed on the December 23, 1999 Job Awards Bulletin.

This grievance was filed on January 31, 2000 and as such was not timely filed.

Further, Company provided at the LIC a copy of the Bid Drop Listing dated November 1, 1999 which showed the grievant's bids to Electric Crew Foreman and Troublemán at Oakport, both dropping due to his change in classification from Critical Lineman to Lineman effective November 1, 1999. The Bid Drop Listing is Company's confirmation that notice went to the employee by system generated postcards to the employee's address of record. His bids dropped pursuant to Section 205.4(g)(3) of the Physical Labor Agreement.

The grievant resubmitted his bid to Electric Crew Foreman on December 30, 1999 well beyond the December 1 bid drop date and the December 17 vacancy control date.

### Discussion

Based on the grievant's testimony and the bidding records, it is possible that the grievant was either confused about, or did not read entirely, the postcards he received. For whatever reason, the fact is the grievant did not have a valid bid on file to Electric Crew Foreman, Oakland as of eight days prior to the Control Date.

Included in the LIC packet is Review Committee Decision 1552. This case concerned two employees who missed out on vacancy awards because their bids dropped. They also claimed they did not receive notice. The Review Committee found there was no violation, just as in this case, as the systems for notification by Company to meet its contractual obligations are in place. Employees have the responsibility of keeping Company informed of address changes and to read their mail.

The Pre-Review Committee noted that Critical Lineman and Lineman do not share the same Classification Code. This is both for bidding and payroll purposes.

Decision

No violation of the agreement occurred.

*Margaret Short*

Margaret A. Short, Chairman  
Review Committee

*12/20/00*

Date

*Salim A. Tamimi*

Sam Tamimi, Secretary  
Review Committee

*Dec. 20-2000*

Date