



REVIEW COMMITTEE

IBEW

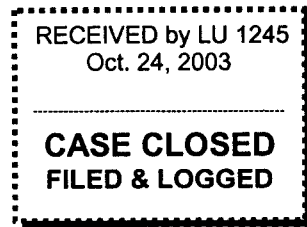


PACIFIC GAS AND ELECTRIC COMPANY
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WALNUT CREEK, CALIFORNIA 94598
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
SALIM A. TAMIMI, SECRETARY

MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL



Pre-Review Committee No. 14358, 14360 and 14361
Customer Field Services – Meter Reading
Vacaville, Sacramento and Woodland

Sybil Garrett
Company Member
Local Investigating Committee

Darryl Norris
Union Member
Local Investigating Committee

Subject of the Grievance

Union alleges: "Company has circumvented agreement by working change of party tags by meter readers on straight time on Monday through Friday, while working overtime on Saturday and Sunday reading regular meter reader routes. This action is a violation of Exhibit XVII, which states: 'change of party tags will not be worked on overtime by meter readers until Title 208 and 212 lists have been exhausted.' This work has not been offered to Gas Service Reps, or Service Mechanics."

Facts of the Case

Item 7, Field Service Work, of the cover letter dated October 27, 1999 summarizing the 2000 General Negotiations settlement states in part, the following:

"The job definition for gas Service Representative, Meter Reader, Sr. Meter Reader, and Troublemens will be modified to reflect new job duties.

In August 2000, the parties executed Letter Agreement R1-00-40-PGE, which among other changes revised the job description for Meter Readers. The following relevant excerpts were added to the Meter Reader job definition:

"Meter Readers may perform electric change of party reads, gas change of party reads (non-entry, gas found on) and RGSO (reads only) and special meter reads in conjunction with or in lieu of reading an assigned route with the exception of Class II adjustment reads.....:

- (g) Electric change of party reads, gas change of party reads (non-entry, gas found on) and RGSO (reads only), will not be worked on overtime by Meter Readers until the Title 108 and 212 lists have been exhausted for Reserve Gas Service Representatives, Gas Service Representatives, Service Mechanics and Troublemens classifications. The Meter Reader may do this work on overtime on a diminimis basis, for example, where overtime assignments involve an extension of a regular work day to complete work same day."

The Local Investigating Committee established that on various Saturday or Sunday dates, Meter Readers worked pre-arranged overtime to read routes, either due to the two mandatory read Saturdays driven by the billing cycle or to read routes that needed to be read ahead for conversion to a new ITRON datacap reading device. No Meter Readers performed change of party reads on overtime.

The Meter Reading Supervisor indicated five additional regular Meter Reading positions were authorized and filled to do nothing but change of party reads on straight time. The Gas Service Supervisor indicated that change of party reads would not be assigned to Gas Service Reps on overtime as that is not cost effective.

In Sacramento, Meter Readers have been performing CP's since 2000. The Gas Service Rep assigned to the Sunday schedule also performs CP's. In Vacaville and Davis, Meter Readers do not perform CP's and Gas Service rarely gets to them because of other priority work. No CP's were worked in Woodland during the period covered by the grievance.

Discussion

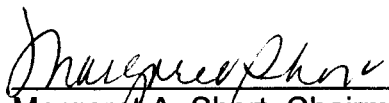
It is clear from L/A 00-40 that Change of Party reads is an appropriate assignment for Meter Readers on straight time and is a shared duty with Gas Service Reps and Troublemens. The change provided for in the job definition and the 2000 Negotiation allows Company to have this work performed by Meter Readers at their regular rate of pay.

Prior to this change in 2000, when Meter Readers were assigned CP's, they were paid at the Serviceman rate (Arbitration Decision # 170 and PRC 1461). These decisions were based on the fact that Meter Readers were in the Clerical Bargaining Unit, their job definition did not list CP's as a duty, and historically CP's had been assigned to GSR's and Troublemens.

It is also clear from the LIC report that the routes read on weekends were for specific reasons unrelated to CP reads and would have been required to be read whether or not any CP work had been performed during the week.

Decision

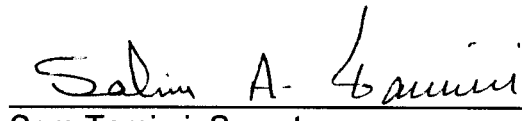
No violation of the Agreement occurred. This case is closed without adjustment.



Margaret A. Short, Chairman
Review Committee

10/21/03

Date



Sam Tamimi, Secretary
Review Committee

10-21-03

Date