



REVIEW COMMITTEE

IBEW

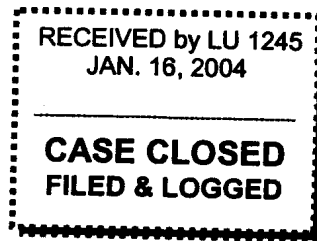


PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
SALIM A. TAMIMI, SECRETARY

MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL



**Pre-Review Committee No. 14370
OM&C – Electric T&D – Santa Rosa**

Maggie Brown
Company Member
Local Investigating Committee

Larry Pierce
Union Member
Local Investigating Committee

Subject of the Grievance

Company requested three Hiring Hall Linemen. Union alleges a violation of the Hiring Hall Agreement by not filling vacant Linemen positions and by utilizing HH Linemen in this headquarters previously.

Facts of the Case

The grievant is an Electric Crew Foreman grieving on behalf of a Lineman who expressed an interest in performing Compliance Inspector work. The complaining Lineman declined an opportunity to attend CI training in February 2003, was on the May 2003 sign-up list but did not take the test. This grievance was filed June 1, 2003.

Exhibit #3 of the Joint Statement of Facts indicates that during 2003 Company filled four new/additional Compliance Inspector positions, two Troublemens, and four Apprentice Linemen positions, all in Santa Rosa. Additionally, an Apprentice Lineman position was filled in Geyserville.

Three Hiring Hall Linemen reported during June 2003 with a June 2004 twelve-month release date. One of the HH Linemen worked in Santa Rosa through the HH from July 24, 2001 to July 23, 2002 performing inspection work.

Discussion

The Hiring Hall agreement prohibits utilizing a HH employee for more than 12 months performing the same work in the same department and headquarters without an agreement between the parties to extend. It is silent as to a defined break before HH utilization is again allowed in a department and headquarters. In this case, there was an eight-month break between the release of the HH Lineman and the new request.

The record also indicates the filling of vacancies and additional positions in Electric T&D, Santa Rosa.

Exh. XVI:: No violation occurred in utilizing HH Linemen in Santa Rosa. The record indicates the filling of vacancies and additional position in Santa Rosa.

Decision

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

Margaret Short

Margaret A. Short, Chairman
Review Committee

1/15/04

Date

Sam A. Tamimi

Sam Tamimi, Secretary
Review Committee

1-15-04

Date