

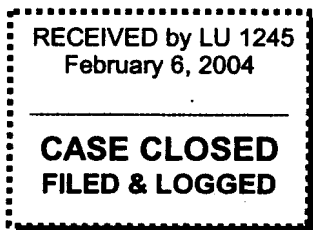
Exh. XVII: No violation on the concerns whether the duties of a Sr. Mtr. Rdr. were performed, and, if so, were they assigned to the appropriate employee.



REVIEW COMMITTEE



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



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. 14499 Customer Services – Meter Reading – Livermore

Karen Savelich
Company Member
Local Investigating Committee

Bernard Smallwood
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns whether the duties of a Sr. Meter Reader were performed, and if so, were they assigned to the appropriate employee.

Facts of the Case

On June 24, 2003 a new Hiring Hall Meter Reader reported for work and spent the day with the Supervisor completing paperwork, reviewing policies and procedures. On June 25, the Meter Reader spent the day in the office with a Sr. Meter Reader and work on Meter Pro.

There are two Sr. Meter Readers in Livermore. The Sr. that the Supervisor wanted to train the new employee was on vacation. The Supervisor assigned the new employee to "shadow" a Meter Reader. The Supervisor instructed the Meter Reader to complete his route each day and not provide instruction to the new Meter Reader. The new Meter Reader was to just walk along. The Meter Reader confirmed this to be his understanding and stated they talked only about personal matters and did not discuss anything work related. The new Meter Reader was not given a data cap, nor did she input any reads. The new Meter Reader was with the other Meter Reader from 7:30 – 11:30 on June 26 and 27.

On Monday, June 30 the Meter Reader who'd been shadowed was upgraded to Sr. Meter Reader and provided training to the new Meter Reader.

P-RC 14499

Discussion

The PRC is in agreement that when there is a need for temporary upgrade, pursuant to Section 205.3 of the Physical Agreement, the assignment should go to the senior qualified prebidder in the department and headquarters. Upon reviewing the prebid list for Sr. Meter Reader, Livermore, it is noted that the Meter Reader who was upgraded on June 30 did not have a bid on file and he is junior to four other Meter Readers in Livermore who do have bids on file. Further, the PRC learned that three Meter Readers were already paid for the bypass on June 30. The PRC is in agreement that only one person was entitled to the bypass payment (See Review Committee Decision 1695).

Based on the information provided by the Supervisor and the Meter Reader, the PRC agrees that no training took place on June 26 and 27.

Decision

Based on the above, this case is closed without further adjustment.

Margaret Short
Margaret A. Short, Chairman
Review Committee

2/5/04
Date

Sam A. Tamimi
Sam Tamimi, Secretary
Review Committee

2-5-04
Date