



## REVIEW COMMITTEE

IBEW



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

RECEIVED by LU 1245  
December 20, 2004

CASE CLOSED  
FILED & LOGGED

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. 14567 Call Center Operations - Fresno

Maria Eggert  
Company Member  
Local Investigating Committee

Debbie Mazzanti  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This grievance alleges Company is not in compliance with the part-time cap.

#### Facts of the Case

Subsection 17.6(c) of the Clerical Agreement was amended during the 2003 General Negotiations. It reads:

*"Part-time employment is allowed up to, but not to exceed twenty percent (20%) of the total full-time clerical bargaining unit complement at any given time. In any one headquarters, the number of part-time clerical bargaining unit employees cannot exceed the number of full-time clerical bargaining employees." (Amended 6/1/03)*

The new language is in italics.

The new agreement was effective June 1, 2003. Fresno Call Center began a class of part-time new hires on April 17, 2003 and another was scheduled to begin July 10, 2003. Between these two classes, 33 more part-time employees were added to the Call Center.

After these employees reported, Company began steps to fill full time positions and by October 1, 2003 was in compliance with and equal number of full and part-time positions. There was no deadline negotiated for compliance.

This grievance was filed August 26, 2003; the LIC was held November 27, 2003.

Decision

The PRC agrees to close this case without adjustment on the basis that Company made a good faith effort to comply with the new provisions of the Agreement and, in fact, was in compliance within a reasonable period.

*Margaret Short*

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Margaret A. Short, Chairman  
Review Committee

*12/17/04*

\_\_\_\_\_  
Date

*A. D. Sabenman*

\_\_\_\_\_  
Sam Tamimi, Secretary  
Review Committee

*12/17/04*

\_\_\_\_\_  
Date