

7.1; 102.2: *These grievances (termination of HH Meter Readers for unsuitability) are not proper subject for the grievance procedure. No violation occurred.*

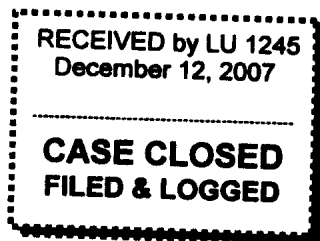


REVIEW COMMITTEE



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

MARGARET A. SHORT, CHAIRMAN
 DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95698
(707) 452-2700
BOB CHOATE, SECRETARY

Pre-Review Committee Nos. 17407 and 17472 Customer Field Services – Meter Reading – Fresno and Oakhurst

Margaret Franklin
Company Member
Local Investigating Committee

Mike Grill
Union Member
Local Investigating Committee

Subject of the Grievance

These two grievances involve the termination of Hiring Hall Meter Readers for unsuitability.

Facts of the Case

The Fresno grievant worked as a Meter Reader for just less than six months. As is customary, no specific reason was given for the grievant's release.

The Oakhurst Meter Reader worked for a little more than six months. He was suspended for a week prior to being released while the supervisor investigated a customer complaint of misconduct by the grievant.

Discussion

Company and Union entered into Letter Agreement 04-12, Hiring Hall. Item H1 of the agreement states: "Hiring Hall employees are subject to being released from work at the **sole discretion** of the Company." This has been interpreted and understood by the parties to mean that Hiring Hall employees have no recourse through the grievance procedure. The Hiring Hall Agreement does provide for an Appeals Committee to address issues concerning administration of the referral procedure, and a joint committee to review provisions of the Hiring Hall Agreement.

Decision

These grievances are not proper subject for the grievance procedure. No violation of the Agreement occurred. These cases are closed without adjustment.

Margaret Short

Margaret A. Short, Chairman
Review Committee

11/20/07

Date

Bob Choate

Bob Choate, Secretary
Review Committee

11/16/07

Date