

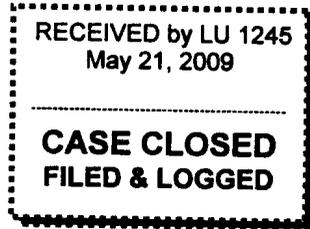


REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-6725

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 94696
(707) 452-2700



JOHN MOFFAT, CHAIRMAN

BOB CHOATE, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Pre-Review Committee No. 18428 Energy Delivery – Cupertino

Voncille Williams
Company Member
Local investigating Committee

Bill Brill
Union Member
Local Investigating Committee

Grievance Issue:

Bypass of a Lineman without two years of PG&E experience as a Lineman for a Troublemans vacancy.

Facts of the Case:

The grievant has over eight years experience as a Lineman but less than two years experience working as a PG&E Lineman. The grievant was bypassed for the Troublemans vacancy because he did not have two years of PG&E Lineman experience.

The Job Bidding Team has consistently applied the rule of that the two years as a Lineman as Company Lineman experience only.

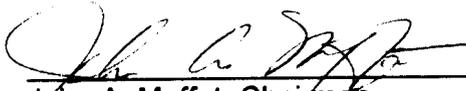
Discussion

The parties agreed that this is a rare occurrence and that the language in the agreement is not as clear as it should be, but the practice of requiring two years of PG&E Lineman experience has been consistent over the years. The parties also agree that from time to time there are authorized Troublemans positions that become an unrestricted vacancy. Therefore the Company has some discretion to fill the vacancy.

Decision

The practice of requiring two years of PG&E Lineman experience should be the standard requirement.

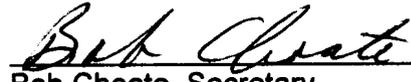
In this case where the position goes to an Unrestricted Appointment then a provisional placement can be made with the grievant with the appropriate training requirements attached to the award.



John A. Moffat, Chairman
Review Committee

5/20/09

Date



Bob Choate, Secretary
Review Committee

5/20/09

Date