



## REVIEW COMMITTEE

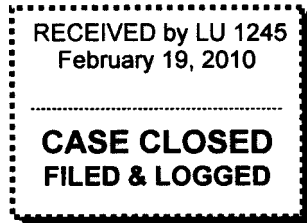


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INTERNATIONAL BROTHERHOOD OF  
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LOCAL UNION 1245, I.B.E.W.  
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(707) 452-2700

JOHN MOFFAT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL



BOB CHOATE, SECRETARY

**Pre-Review Committee No. 18726  
Energy Delivery –TSM&C - Fresno**

Margaret Franklin  
Company Member  
Local Investigating Committee

Mike Grill  
Union Member  
Local Investigating Committee

**Grievance Issue:**

The Grievant was awarded an Electrical Technician Crew Lead position and then the department cancelled the job before the Grievant reported to the position.

**Facts of the Case:**

The Electrical Technician Crew Lead position was awarded to the Grievant on February 26, 2008. The Grievant at the time of the award was upgraded to a management position. The Grievant contacted his supervisor and asked him if he should be broken back for a day in order to be placed into the new position. His supervisor told him to stay in the upgraded position because it would not be an issue.

The Superintendent spoke to the Grievant indicating that there may be a problem with the job award. The Union grieved the job award because it was improperly posted.

The conversation that the Grievant's supervisor remembers was that the Grievant did not have to be broken back and that the temporary assignment would end within four to five months.

When the Grievant reported back to his base position at the end of the rotation he was informed that he was not being awarded the Crew Leader job.

The Superintendent stated the reason the job was originally authorized was due to workload but during the period from the award to the cancellation a number of organizational changes were made and the position was no longer needed. The Superintendent when questioned why the job was not cancelled sooner stated he was unaware that it was awarded. The Superintendent cancelled the job on June 10, 2009.

**Discussion:**

The parties agree that this situation should have been handled better and that it appears that there were communications break downs along the way. The employee never reported or was placed into the position. Just as when an employee is awarded a position then decides that he/she does not want the job prior to reporting they remain in their base classification. The same is true here if the employee is not tagged in and does not report, the job can be cancelled without violating the Agreement.

Decision:

There is no contractual violation in this case and it is closed without adjustment.

  
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John A. Moffat, Chairman  
Review Committee

2/11/2010  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Bob Choate, Secretary  
Review Committee

2/11/2010  
\_\_\_\_\_  
Date