

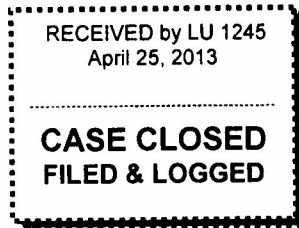


REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CA 94177
(650) 598-7567

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



DOUG VEADER, CHAIRMAN
DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

Pre-Review Committee Number 19082 Shared Services – Corporate Real Estate – Concord

Brenda Legge
Company Member
Local Investigating Committee

Debbie Mazzanti
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns whether access card input and maintenance work performed by Clerical bargaining unit employees has been assigned to non-bargaining unit Corporate Security employees in violation of the Agreement.

Facts of the Case

Prior to the filing of this grievance, the Company issued both an Identification (ID) Card and an Access Card to employees. ID cards have been issued by the Corporate Security. Access cards have been issued by Security for the General Office, Diablo Canyon Power Plant (DCPP), and NERC facilities, and by first by locally headquartered Clerical bargaining unit employees and then by Clerical employees at the Facilities Management Office (FMO) for most other facilities. The Company stopped issuing Access cards and instead only issues an Identification Card with a magnetic strip and chip which allows access to approved facilities. Security performs this work.

In regard to additions, changes, and access problems, Security performed this work for NERC facilities, the General Office, DCPP, and after-hours requests for other facilities. Clerical employees at the FMO performed this work for most other facilities. Over time, the Company has begun to consolidate the 47 servers in the field to one centralized AMAG system at the Fairfield Security Center. As the servers have been consolidated, the clerical employees no longer had access to the field server to make access changes or corrections.

Discussion

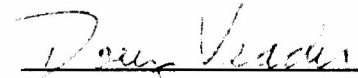
The Company argued that it has the right to eliminate work (elimination of separate access cards) and to consolidate the servers which control access to our facilities. The Union responded that in the consolidation of the servers, the Company has also transferred work

from bargaining unit employees to management and contractors in Corporate Security. Such a transfer is a violation of the agreement.


The Pre-Review Committee met with representatives of Corporate Security, Corporate Real Estate management, FMO bargaining unit employees, and the local Business Representative to get a further understanding of this grievance and the issues. During that meeting the parties discussed a possible resolution to the grievance. The Union asked if clerical employees could have remote access to the Fairfield server to perform additions, changes, and respond to access problems for the facilities they previously supported. Corporate Security looked into the suggestion, determined it is feasible, and will return the access work to FMO clerical employees to solve problems, makes additions and changes as they previously performed. This will be done within a reasonable time not to exceed 45 days.

Decision

This grievance is closed on the basis of the resolution described above. The PRC retains jurisdiction should there be any issues associated with implementing the resolution. The parties recognize that access to Company facilities is a key component to the security and safety of the public and our employees. Should there be any future changes to access procedures or requirements which impacts work performed by bargaining unit employees, the Company will communicate with the Union in advance of implementing any changes.



Doug Veader, Chairman
Review Committee



F.E. (Ed) Dwyer Jr, Secretary
Review Committee

4/23/13

Date

4/23/2013

Date