

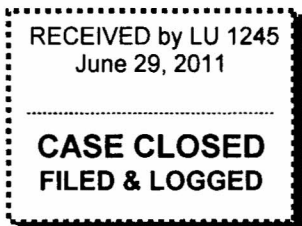


REVIEW COMMITTEE



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) Jr DWYER, SECRETARY

Pre-Review Committee No. 19783 Energy Delivery – Electric T&D – San Francisco

Michelle Roberts
Company Member
Local Investigating Committee

Landis Marttila
Union Member
Local Investigating Committee

Subject of the Grievance

The grievant had his Purchasing Card (P-card) privileges taken away and was coached and counseled for unreasonable meal costs.

Facts of the Case

The grievant has been an Electric Crew Leader for four years and has 25 years of service with the Company. The grievant paid for an overtime meal for himself and two other crew members with his P-card. The cost of the meal for the three employees was \$134.58.

The superintendent discussed the issue with the grievant advising him that the meal cost was unreasonable. The grievant was asked to pay back the amount considered unreasonable. The employee refused. The supervisor coached and counseled the employee and suspended his P-card privileges for a six month period.

Discussion

The Union argued there is no set monetary limit in the Meals Guidelines therefore the grievant should not have been asked to reimburse the Company for what they believed were unreasonable costs.

Company's position is that there is no violation of the Agreement. The M&C management is working to bring skyrocketing costs of overtime meals under control. Scrutinizing higher cost meals and applying the meal guidelines more stringently is not a violation of the Agreement. Despite extensive discussions with employees regarding unreasonable meal costs, the

grievant took his crew to a Sushi restaurant and charged an average of \$45 each. When told to reimburse the Company for the additional items deemed to be unreasonable, he refused.

The Company noted that P-card use is a privilege and not a right under the labor agreement. Management has the right to revoke an employee's use of a P-card. Additionally, the Company has the right to discipline employees who do not follow expectations regarding reasonable meal costs. In this case, the grievant was issued a coaching and counseling which is not subject to grievance procedure to determine just cause.

The Committee agreed that employees have an obligation to keep meal costs reasonable by exercising good judgment in selecting restaurants and menu selections. The Company is obligated to pay the cost of a reasonable substitute, but not those costs which are unreasonable or exceed the guidelines of the Meals Supplement. Employees who refuse to reimburse the Company when advised or violate the meal guidelines may be subject to disciplinary action. The determination of reasonable meal costs and any disciplinary action are subject to the grievance procedure

The Committee reviewed Letter Agreement 95-51 which addresses P-card use by bargaining unit employees. Attached to the letter agreement are the cardholder's application and guide. Each employee who is issued a P-card must sign and comply with these documents. The guidelines clearly state that "management may suspend or cancel any cardholder's purchasing card privileges at any time."

Decision

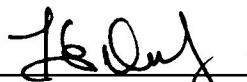
The Committee agreed that the coaching and counseling did not violate the agreement and that revocation of the P-card is not subject to the grievance procedure. This case is closed without adjustment.



Doug Veader, Chairman
Review Committee

6/28/11

Date



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

6/28/2011

Date