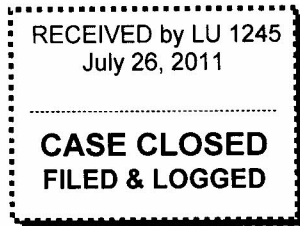




REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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DOUG VEADER, CHAIRMAN
 DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr., SECRETARY

Pre-Review Committee No. 20602 Electric Operations – Electric M&C - Cupertino

Yvonne Bradley
Company Member
Local Investigating Committee

Bill Brill
Union Member
Local Investigating Committee

Subject of the Grievance

This grievance addresses a wage rate issue associated with the establishment of the Maintenance and Construction (M&C) Coordinator classification.

Facts of the Case

In Letter Agreement 10-15, a new classification of M&C Coordinator-Electric was created. The classification has two wage steps; an Initial Step and a One Year Step. In 2010 these hourly rates were \$45.78 (Initial) and \$47.89 (One Year). When the letter agreement was implemented on May 11, 2010, the grievant and other Work & Resource (W&R) Coordinators were reclassified.

The LIC Report indicates that those W&R Coordinators who held their classification for less than one year were placed at the initial rate. Those who held their classification for one year or more or whose wage rate was more than the initial step were placed at the one year step. The Report further states that there may have been some employees approaching one year who were granted the one year rate (although no such individuals were identified). The grievant had approximately nine months and was placed at the initial rate.

The issue in this grievance is not the reclassification wage placement which took the grievant from his \$43.45 W&R Coordinator rate to the \$45.78 M&C Coordinator Initial rate. Rather, the issue is the timing of the grievant's advancement to the one year step. The grievant believes his nine months in the W&R Coordinator classification should have counted towards the one year needed in the M&C Coordinator classification to reach the one year step.

Discussion

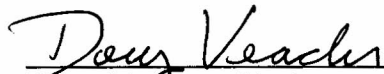
The Committee first looked at this issue from a basis of contractual language. In accordance with Section 204.2 an employee who accumulates sufficient time in a classification having a time progression shall be advanced to the next step in such classification. There is no language providing for the inclusion of time worked in other similar classifications in this accumulation. Letter Agreement 10-15, which addressed the reclassification issues, also does not provide for the inclusion of this time. As such, the Committee finds no language to support the grievant's contention.

The Committee next looked at this issue from a basis of consistent application, specifically, the statement in the LIC Report that some employees with less than one year may have been placed at the one year step. The Company pulled the records and found four employees (including the grievant) with less than one year placed into the M&C Coordinator classification. All four employees were placed at the initial step. Given this information, the Committee finds that the language was applied consistently.

The Committee concludes that the grievant's wage rate treatment was not in violation of the labor agreement or Letter Agreement 10-15, nor was it inconsistent with the application to other employees.

Decision

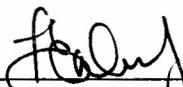
The Committee agrees there is no violation and closes this case without adjustment.



Doug Veeder, Chairman
Review Committee

7/25/11

Date



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

7/25/2011

Date