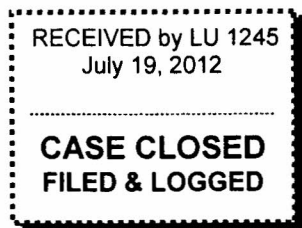




REVIEW COMMITTEE



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 21133 Gas Operations – Gas Service – Chico

Marlene Brock
Company Member
Local Investigating Committee

Kit Stice
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns whether a change in the work schedule for Gas Service Representatives in Chico violated the Labor Agreement.

Facts of the Case

The Company implemented work schedule changes for Gas Service Representatives in Chico. The Union was notified in advance of the changes via two e-mails and a phone call to the Business Representative. The first e-mail was sent more than 30 days prior to implementation and contained the workload analysis which was the basis for the schedule change. The implementation date was provided and the Union was asked to review the changes and to call with any questions.

The Union did not raise any concerns regarding the schedule change until approximately two weeks after the change went into effect. The Union filed a grievance alleging that the change did not comply with the provisions of the Title 202 Hours clarification. The Union further alleged that the schedule change was established to circumvent the Title 212 emergency overtime procedures. The Local Investigating Committee Report does not indicate any aspect of the new schedule which is not in compliance with the Title 202 Hours Clarification.

Discussion

The Union pointed that during the Local Investigating Committee and Fact Finding steps of the grievance procedure, the Union maintained that the schedule change was implemented without discussion or agreement with the Union. The Union opined that upfront discussions provide the opportunity to jointly find solutions to overtime and schedule issues which can balance the Company's needs with the needs of the employees, which the intent of the Labor

Agreement Clarification "Title 202 Hours". The clarification states in part under IA4, "Company and Union will cooperate to develop schedules which provide for adequate utility service and still meet the needs of employees engaged in rendering such service".

The Company responded that the Hours Clarification requires the Company to provide 24 hours advance notice to employees and to meet the criteria listed in the "Hours" clarification, paragraphs 1 through 6. There is no requirement to notify the Union. Never the less, the Company did provide advance notice to the Union and asked the Union to review the changes and raise any questions.

Decision

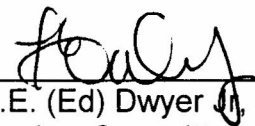
The Committee agrees there is no violation and closes this grievance without adjustment.



Doug Veeder, Chairman
Review Committee

7/19/12

Date



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

7/19/2012

Date