

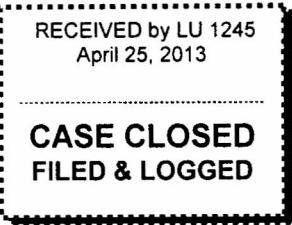


## REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
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INTERNATIONAL BROTHERHOOD OF  
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F.E. (ED) DWYER Jr, SECRETARY

### Pre-Review Committee Number 21780 Power Generation – Solar – Fresno

Monica Oakes  
Company Member  
Local Investigating Committee

Mike Grill  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This grievance concerns changes to the work hours of Solar Technicians.

#### Facts of the Case

The work hours of two Solar Technicians were temporarily changed due to the need to perform routine maintenance at night. The hours were changed a number of times, however, there was never more than one change in any given week and 48 hours advance notice was provided. The grievant's request for overtime for the changed hours was denied.

#### Discussion

The Committee discussed that Letter Agreement 05-67 was negotiated to address the unique operating needs of new technology plants. Letter of Agreement 11-21 was negotiated for new solar photovoltaic generation facilities and used Exhibit XVIII as the guiding document. In order to be competitive with outside generation, the agreement provided for, among other things, greater flexibility in changing work schedules. Section 8(b) of the agreement states:

"Company shall provide forty-eight (48) hours notice of change in work schedule and cannot be done more than once a week. Such changes shall not result in the payment of overtime, provided that the employee does not work more than eight (8) hours on a work day or more than 40 hours in a work week."

At the lower steps of the grievance procedure the Union had argued that hours could only be changed to regular work hours and work days specified in Section 8(a). The Pre-Review Committee notes that there is no such restriction specified in the letter agreement and such a restriction would be inconsistent with the intent of the letter agreement.

#### Decision

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

Doug Veader 4/23/13  
Doug Veader, Chairman  
Review Committee

F.E. (Ed) Dwyer Jr. 4/23/2013  
F.E. (Ed) Dwyer Jr., Secretary  
Review Committee