



# REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
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RECEIVED by LU 1245  
December 18, 2013  
  
**CASE CLOSED  
FILED & LOGGED**

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 22158 Customer Care – Local Office – Napa

Deanna Helm  
Company Member  
Local Investigating Committee

Janval Macor  
Union Member  
Local Investigating Committee

### Subject of the Grievance

This case concerns the bypass of a Santa Rosa Customer Services Representative (CSR) for a CSR vacancy in Napa.

### Facts of the Case

The Napa local office is staffed with two CSRs. The grievant is the sister of the Napa CSR, who has the responsibility of acting in the capacity of head cashier for the other CSR. The grievant was bypassed due to being related to the existing CSR.

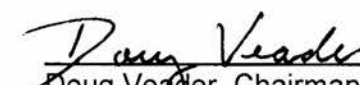
### Discussion


The Committee reviewed Arbitration Case Number 18 which concerned the Company's involuntary transfer of a "C" Clerk (CSR) from one local office to another. The transfer was made on the basis of an unwritten rule that employees who are related and handle cash may not be employed in the same office. Her duties included the counting of cash and checks received by counter clerks at the office, and the reconciliation of these amounts on Company forms. The grievant was transferred when she married one of the counter clerks.

In rendering his decision, the arbitrator ruled that an employer is entitled to adopt reasonable rules to secure the funds received from customers as well as to protect its employees from situations which could lead to embarrassment. He upheld the Company's actions determining that "the Company rule that related persons who handle cash shall not be employed in the same office is not arbitrary or unreasonable..." He went on to say "This is not to say that the persons involved in this proceeding as individuals are in any way suspect. Any such suspicions are expressly disclaimed by the Company and all parties concerned"

### Decision

On the basis of the decision in Arbitration Case Number 18, the Committee agrees the bypass of the grievant was not a violation of the Labor Agreement. This case is closed without adjustment.

  
\_\_\_\_\_  
Doug Veader, Chairman  
Review Committee  
12/17/13  
Date

  
\_\_\_\_\_  
F.E. (Ed) Dwyer Jr, Secretary  
Review Committee  
12/17/13  
Date