



REVIEW COMMITTEE

IBEW



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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VACAVILLE, CALIFORNIA 94696
(707) 452-2700

DYLAN GOTTFRIED, CHAIRMAN

KIT STICE, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Pre-Review Committee Number 24175 Electric T&D—Santa Cruz

Yvonne Bradley
Company Member
Local Investigating Committee

Casey Salkauskas
Union Member
Local Investigating Committee

Subject of the Grievance

A Troubleman was bypassed for an Service Crew Foreman's job at the Santa Cruz Service Center.

Facts of the Case

On 4/13/2017, the Grievant was bypassed for an Service Crew Electric Foreman position. The Company maintained the employee placed in this vacancy has higher abilities and personal qualifications in accordance with 205.14.

The Union contended that the Company could not demonstrate that the Grievant did not have the abilities and personal qualifications.

Discussion:

The Union opined the Grievant possesses the ability and skills required of an Electric Crew Foreman and argued that the Company failed to provide sufficient evidence to demonstrate the employee awarded the position possessed qualifications and skills that were superior to the Grievant.

The Company argued that an Electric Crew Foreman must possess a high level of knowledge of standards and procedures to safely plan and direct the work of a crew. The Company also argued that 205.14 clearly states that the Company may make appointments based on the

ability and personal qualifications. Additionally, the Company pointed to PRC 22690 that allows the Company to “appoint, from among those so qualified, an employee who demonstrably possesses ability and personal qualifications superior to those of any bidder who may be senior to him.” In this case, the Company selected the less senior bidder for the position because he possessed superior ability and personal qualifications.

Decision

Recognizing the unique skills required for the Electric Crew Foreman positions, the Company and Union agree to re-affirm the rights of the Company, as agreed to in Sub-Section 7.1 of the Collective Bargaining Agreement and LOA 87-189. To that effect, the Company may elect to demote an Electric Crew Foreman for cause. This may include, but is not limited to, lack of leadership, failure to provide a safe working environment or lack of craft knowledge. The parties further re-affirmed the right of the Union and members to grieve demotions under Title 7.1 and LOA 87-189. The Company and the Union also acknowledge that the Company is not waiving Sub-Section 205.14, which allows the Company to fill vacancies on the basis of ability and personal qualifications. This paragraph of the decision is precedential with respect to future cases.

The Committee discussed this case at length and agreed to adjust the Grievant’s back pay to the date of bypass of 4/13/17 and adjust his pension to reflect the top step of the Service Crew Electric Foreman rate of pay from the date of retirement of 6/1/2018. This case is considered closed and non-precedential and will not be used in reference to any other grievance, present or future, regarding the specific terms of the settlement, including the adjustment of pay.

For the Company:

1/s/ Dylan Gottfried 03/12/2019
Dylan Gottfried, Chairperson Date
Review Committee

For the Union:

Kit Stice 03/01/2019
Kit Stice, Secretary Date
Review Committee