



PACIFIC GAS AND ELECTRIC COMPANY  
 2850 SHADELANDS DRIVE, SUITE 100  
 WALNUT CREEK, CALIFORNIA 94598  
 (925) 974-4282

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

## REVIEW COMMITTEE

RECEIVED by LU 1245  
 December 6, 2004

---

**CASE CLOSED  
 FILED & LOGGED**

**IBEW**



INTERNATIONAL BROTHERHOOD OF  
 ELECTRICAL WORKERS, AFL-CIO  
 LOCAL UNION 1245, I.B.E.W.  
 P.O. BOX 2547  
 VACAVILLE, CALIFORNIA 94696  
 (707) 452-2700  
 SALIM A. TAMIMI, SECRETARY

### Review Committee File Numbers

OM&C – Gas T&D	Richmond
13108	Oakport
13206	Richmond
<b>13825</b>	Sacramento

Melissa Montoya  
 Pat Medrano  
 Company Members  
 Local Investigating Committee

Darryl Norris  
 Lula Washington  
 Union Members  
 Local Investigating Committee

Based on the settlement of Business Manager's Grievance No. 01-01, Company needed to reach 1569 employee staffing level in Gas T&D, from a starting point of 1507, to fully transition to the provisions of Exhibit XVI from the old provisions of Section 207.2 of the Physical Agreement. As of December 31, 2003, Company had 1608 employees in Gas T&D allowing for the implementation of all provisions of Exhibit XVI effective January 1, 2004.

Employee staffing levels declined 19 of the 35 months relevant to these grievances and in many instances, vacancy requests were not submitted for filling. Attrition of the workforce while contracting of work normally performed by the bargaining unit was a violation of Subsection 207.2(b) of the Physical Agreement.

To remedy the violation, and in keeping with past arbitration decisions, Company will pay dues to IBEW based on the then effective beginning step of the Utility Worker pay range, times the number of positions understaffed, for each month between January 1, 2001 and December 31, 2003 where the employee headcount was less than 1507.

#### Decision

These cases are closed on the basis of the foregoing and the adjustment contained herein.

#### **For the Company:**

Margaret A. Short  
 Bob Lipscomb  
 Dave Morris  
 Toby Tyler

#### **For the Union:**

Sam Tamimi  
 William R. Bouzek  
 Louis Mennel  
 Sherrick A. Slattery

By: Margaret Short

Date: 12/3/04

By: Salim A. Tamimi

Date: 12-3-04