

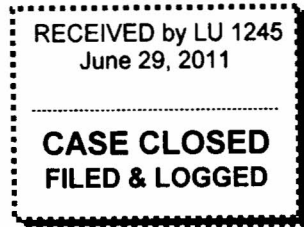


REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
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LOCAL UNION 1245, I.B.E.W.
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VACAVILLE, CALIFORNIA 94696
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DOUG VEADER, CHAIRMAN

F. E. (ED) DWYER JR, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Review Committee No. 20069 Shared Services – Fleet - Madera

Debbie Sargent
Company Member
Local investigating Committee

Mike Grill
Union Member
Local Investigating Committee

Grievance Issue:

The Company reclassified a vacant Title 200 Equipment Mechanic vacancy to a Title 300 Field Garage Mechanic A.

Facts of the Case:

On or about March 1, 2010, the Company was scheduled to fill a vacant position at the Madera garage with a Title 300 Field Equipment Mechanic A (FEA).

Letter Agreement 96-107, states that: "The Company will provide job security to the Title 200 and 300 work force through the ratio and the Company can co-mingle the workforce. In general, the Title 300 employees will support Title 300 workforce and the Title 200 employees shall support the Title 200 workforce, but either group can perform work on any Company vehicle or piece of equipment."

Current ratio is 35.9 to 1; the target ratio is 35 to 1 equipment to employees and can fluctuate up or down by 10% to be in compliance. This ratio is a system wide number and is reported monthly. The local vehicle count which is included in the above ratio is as follows:

	T200	T300
Merced Garage:	138	52
Madera Garage	58	101
Oakhurst	47	0

The Title 300 FEAs are currently headquartered at Wilson Sub in Merced, Gregg Sub in Madera and the Madera Service Center. There are three Title 200 Equipment Mechanics in Merced, and one in Oakhurst.

The FEA at the Madera Service Center works on both Title 200 and Title 300 pieces of equipment. There was a Title 200 Equipment Mechanic who had worked for some time and then retired from the Madera Service Center.

Discussion:

The Union argued that it is a violation of the Agreement to fill the position with a Title 300 employee. The problem in this case is that the Company is not properly staffed in the Title 200 area. The Madera Service Center has 58 pieces of equipment which would support a full time Title 200 mechanic. In the past, the Company would take this into account and fill the position as intended by the parties as stated by the term "In general, the Title 300 employees will support Title 300 workforce and the Title 200 employees shall support the Title 200 workforce..." Also, the Union maintained that there is also a need for a Title 300 Mechanic.

Company argued that Letter Agreement 96-107 applies in this case. The ratio of equipment to Fleet employees is a system wide number and is not location specific. The Company made a reasonable assessment based on the equipment in the area and decided that filling the vacant position with a Title 300 Field Equipment Mechanic A was appropriate. The decision is consistent with the language in Section 7.1 of the Agreement, Letter Agreement 96-107 and in particular paragraphs A1 and C2, as well as, PRC 12489, 12491 and 12527.

Decision:

The parties agree that whenever vacancies occur in either Title 200 or Title 300 Fleet, an evaluation should be made as to whether or not the position needs to be filled, and if so, whether it should be filled as a Title 200 position or a Title 300 position, keeping in mind the commitments reached in paragraphs A-1 and C-2 of Letter Agreement R2-96-107.

The Committee agrees there is no violation in this case and closes this grievance without adjustment. This agreement is made with the understanding that it is not the intent of Letter Agreement 96-107 to convert all Title 200 vacancies to Title 300 or vice a versa.

For the Company:

Doug Veader
Laura Sellheim
Ruben Ramirez
Mike Savage

For the Union:

F.E. (Ed) Dwyer Jr.
William R. Bouzek
Louis Mennel
Karen Russel

By: Doug Veader

Date: 6/28/11

By: [Signature]

Date: 6/28/2011