



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
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LOCAL UNION 1245, I.B.E.W.
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ROBIN WIX, CHAIRMAN
 DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

KIT STICE, SECRETARY

Review Committee Number 22529 Gas Operations – T&D – Napa

Maggie Brown
Company Member
Local Investigating Committee

J.V. Macor
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the Company's utilization of Section 205.14 to bypass a Gas Crew Leader Welding for a Gas M&C Coordinator vacancy in Napa.

Facts of the Case

The Company utilized the interview process outlined in Letter Agreement 10-15-PGE, and in accordance with Section 205.14 of the Physical Agreement, to interview two of the top four interested "B" bidders for an M&C Coordinator - Gas position located at the Napa Service Center. Bidders #2 & #3 declined the interview.

The successful candidate was hired April 1, 1985, and held the position of Gas Crew Leader Welding since April 9, 2012, and held the classification of a journeyman Fitter since 1998. The successful candidate was upgraded to a Gas M&C Coordinator position at various times over the last several years, including a total of 3,463 hours since 2012.

The grievant's hire date is March 9, 1981. He has held the position of Gas Crew Leader Welding since May 13, 2013, and was a journeyman Fitter since February 15, 2013, prior to his Gas Crew Leader Welding position. The grievant did not have prior upgrade opportunities to the Gas M&C Coordinator position, however he was awarded and accepted a Gas M&C Coordinator position in San Rafael on July 3, 2014, which he subsequently declined on July 11, 2014 prior to reporting for the position.

Discussion

The Committee reviewed Letter Agreement 10-15-PGE for filling M&C Coordinator positions. The Company and Union recognize that unique skills are required for these positions and agreed to the following:

"When vacancies occur, qualified bidders will undergo skills assessment and be interviewed by the Company. Both the skills assessment and interview will be

considered in determining a qualified bidder's abilities and qualifications for purposes of Section 205.14."

"In accordance with Subsection 205.14(a) of the Agreement, the Company may place applicants into vacancies based upon the candidates' abilities and personal qualifications (as determined by the Company)."

The Committee also reviewed Arbitration Case No. 6, wherein the Arbitrator determined the following in relation to Section 205.14 of the Agreement:

"...limits the seniority rights of bidders for a public contact job, not merely by authorizing the Company to reject the bid of an employee lacking the necessary ability and personal qualifications, but by authorizing it also 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."

The Union argued that the grievant was the senior employee and was qualified for the position. The grievant had been awarded the San Rafael Gas M&C Coordinator position prior to this position, but chose to decline the job in order that he could fill a rotational position in Santa Rosa where he was headquartered, and therefore the Company must consider him fully qualified for the position based on the original job award in San Rafael.

The Company argued that the successful candidate had been upgraded to a Gas M&C Coordinator position on and off for several years and has developed strong skills in the specific tasks of a Gas M&C Coordinator. Additionally, he had 16 years of gas journeyman experience, including 3 years as a Gas Welding Crew Foreman. The grievant had 1 year of journeyman experience at the time of the vacancy. Based on his direct work experience in the Gas M&C Coordinator position and years of journeyman experience within the gas organization, the Company determined that the successful candidate held superior qualifications to the grievant.

Decision

The Committee reviewed the interview documents specific to each candidate and discussed this case at length. The Committee agreed, based on the facts of this specific case, appointment of the successful candidate was appropriate. This case is closed without adjustment.

For the Company:

Robin Wix
Laura Sellheim
Rod Williams
Chris Zenner

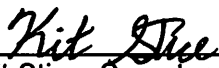
For the Union:

Kit Stice
Jeff Bennett
Robert Mohler
Karen Russell



Robin Wix, Chairman
Review Committee

9-23-15
Date



Kit Stice, Secretary
Review Committee

9-23-15
Date