



## REVIEW COMMITTEE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
375 N. WIGET LANE, SUITE 130  
WALNUT CREEK, CA 94598  
(415) 973-8599

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

KATHY LEDBETTER, CHAIRPERSON

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

LLOYD CARGO, SECRETARY

**Review Committee Number 24137**  
**Arbitration Number 365**  
**Nuclear Power Generation–Electrical Maintenance– DCPP**

Alison Plemons  
Company Member  
Local Investigating Committee

Pat Duffy  
Union Member  
Local Investigating Committee

### Subject of the Grievance

This case concerns the bypass of a Diablo Canyon Power Plant (DCPP) Electrician to a DCPP Electrical Maintenance Subforeman position.

### Facts of the Case

At the time of this contractual interpretation case, the Grievant had been with the Company for twenty-seven years. His most recent position was as a Traveling Electrician at DCPP and was effective February 6, 2017. On March 20, 2017 an Electrician Subforeman-DCPP position was awarded at Diablo Canyon Power Plant. The Grievant had an active bid on file for the Subforeman job and had more seniority than the “B” bidder who accepted the position. However, given his one month of service at DCPP, he was considered by the Company to be an unqualified bidder.

Union filed a grievance based upon Section 205.14(b) which provides in part, “In making an appointment to fill a vacancy in a classification in which an employee must exercise supervisory duties, Company, notwithstanding the provisions of Section 205.7, shall give consideration to the bids submitted by employees who have a combined total of one year or more of experience in the journeyman classification or classifications higher thereto in the normal Line of Progression.”

Letter of Agreement 16-55-PGE outlines the Nuclear Power Generation Department’s Electrical Maintenance Lines of Progression. The Line of Progression’s Next Lower Classifications (Electrician, Traveling Electrician, Unassigned Electrician, Unassigned Traveling Electrician, Electrical Control Technician and Unassigned Electrical Control Electrician) all designate DCPP

as the site-specific location of those jobs. The Same or Higher Classifications (Electrical Maintenance Subforeman) indicate DCPD as the site-specific location of that job.


Discussion

The Union maintained that the Grievant had a combined total of one year or more of experience in the journeyman classification in the Normal Line of Progression under 205.14(b).

The Company opined that despite the fact that Grievant had been a GC Electrician since 2011, Grievant had not been in a journeyman classification in the Normal Line of Progression at DCPD. In fact, he had only been in the Electrician (DCPD) position for just over one month when he was bypassed for the Subforeman job.

Decision

The parties have agreed to a Letter of Agreement that clarifies that a bidder must have a combined total of one year or more of experience in the journeyman classification in the normal Line of Progression at DCPD in order to be eligible for the Subforeman position outlined in this case. Furthermore, the Company has agreed to pay the Grievant a confidential equity settlement. This case is closed.

 04/14/2020  
Kathy Ledbetter, Chairperson      Date  
Review Committee

 04/08/2020  
Lloyd Cargo, Secretary      Date  
Review Committee