



## 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.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 94696  
(707) 452-2700

KATHY LEDBETTER, CHAIRPERSON

LLOYD CARGO, SECRETARY

### **Review Committee Number 25033 Gas Operations – Support Services - Systemwide**

Jodi Baxter  
Company Member  
Local Investigating Committee

Bryan Carroll  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

At issue with this grievance is whether the Company is required to maintain an Internal Bid Book (IBB) as provided for in Letter Agreement No. 06-19.

#### Facts of the Case

In 2006, the parties entered into Letter Agreement No. 06-19 which provided for the staffing of then newly-created Regional Management Centers (RMC's). Section 1, Paragraph g) stated:

“An Internal Bid Process will be developed within the RMCs to offer vacant shift/schedules to current RMC employees in the same classification, status, and headquarters prior to filling jobs through the normal job bidding and transfer system.”

Subsequently, the parties entered into Letter Agreement No. 06-26 which provided more details on the initial RMC staffing process. LA 06-26 noted in paragraph 4, “Once this staffing process is complete, any future vacancies will be filled through the normal bidding process.

Since that time, any regular Operating Clerical vacancies at the RMC's have been filled through bidding. The Internal Bid Book (IBB) was never established.

The Union has inquired about the lack of an IBB at the RMCs multiple times over the last 5 years. The Company did not agree that it was necessary to implement on any of those occasions. No grievance had been filed on the subject until this case in 2019.

Discussion

The Company maintained that the provisions of Letter Agreement Nos. 06-19 and 06-26 did not require the company to establish an Internal Bid Book process after the initial staffing was complete. Further, in addition to the occasions documented in the Local Investigating Committee Report, the Company is aware of several other instances this was discussed and never grieved.

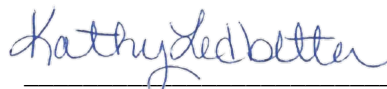
The Union stated that it does not agree with the Company's interpretation of LA 06-19 and LA 06-26 and that the letter agreements support that the process should have been implemented years ago and maintained on a going forward basis.

Decision

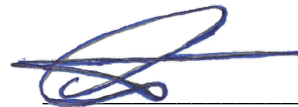
The Committee agreed that given the numerous occasions when this was discussed and never grieved, it is not appropriate now for the Review Committee to address at this time. The Committee recommended that if either side has an interest in an IBB process at the RMCs, it should be developed and agreed to through negotiations.

This case is considered closed based on the above and without adjustment.

**For the Company:**

 06/10/2020  
\_\_\_\_\_  
Kathy Ledbetter, Chairperson      Date  
Review Committee

**For the Union:**

 06/09/2020  
\_\_\_\_\_  
Lloyd Cargo, Secretary      Date  
Review Committee