

# **Local 483** *Utility Workers Union of America*

Dennis Zukowski, President P.O. Box 6021 Santa Barbara, CA. 93160 (805)331-0164

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Via Fax and U.S. Mail

April 12, 2007

Sue Bosworth  
Manager, Labor Relations  
Southern California Gas Company  
555 W. Fifth Street  
Los Angeles, CA 90013-1035

Dear Ms. Bosworth:

I'm investigating a class action grievance regarding HR Staffing disqualifying bidders for Station Operations Specialist. According to the attached document there are NO qualified bidders for SOS. It is our belief that Staffing is utilizing a qualifying standard in a disparate or discriminating manner. We are aware of job bidders who have been deemed qualified for SOS without any Transmission/Storage or equivalent experience. (For example, [REDACTED].) In order for the union to assess the qualification of all bidders for SOS – who have been deemed unqualified by Staffing, the union will require the following information:

1. Please provide the names of all bidders for Station Operations Specialist whose bids were accepted by Staffing in the last two years.
  - a. How did they meet the minimum qualifications for SOS? For example, did they have Transmission and Storage experience or the equivalent? If their experience was "equivalent" to Transmission and Storage experience, what was it for each bidder?
2. Provide the names of all employees whose bids have been accepted for SOS and who have been hired into SOS jobs within the last two years.
3. Provide the names of any SOS's who have been hired off the street in the last two years.
  - a. What work experience for each of them met the minimum qualifications for the SOS job?
4. Provide the names of all employees whose bids were deemed "unqualified" for SOS in the last two years.
  - a. What are their current job titles and work locations? How did Staffing determine that they did not meet the minimum qualifications for the SOS job?
  - b. Who did they talk to make such a determination?

**Please provide me with the above requested information within 10 days. If that is not possible, notify me – in writing, within 5 days - as to when I can expect to receive this information.**

If the Company disputes the relevancy of this information request, or the necessity for the union to receive this information for any reason, please notify the union in writing – within 5 days – with your specific and complete reasons for disputing the relevancy and/or necessity of the union's information request. Absent such a notification, the union will expect to receive this information within 10 days.

If any part of this information request is denied or if any material requested is unavailable please provide the remaining items within 10 days, which the union will accept without prejudice to its position that it is entitled to all documents and information called for in this request.

For the record, the Union's 90 day time limit on filing this grievance will begin after we complete this grievance investigation, including a thorough review of this information we are requesting.

Yours truly,



Dennis Zukowski

Attachment

Cc Marti Harris