



REVIEW COMMITTEE

2.1 -Recognition
Transfer of Physical
duties to Clerical B

AUG 14 1989



PACIFIC GAS AND ELECTRIC COMPANY
215 MARKET STREET, ROOM 916
SAN FRANCISCO, CALIFORNIA 94106
(415) 973-1125

**CASE CLOSED
LOGGED AND FILED**

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

RECEIVED AUG 14 1989

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Santa Rosa Division Grievance No. SR4-1439-88-05 (P-RC 1280)
 Colgate Grievance No. 12-169-88-4 (P-RC 1290)
 DeSabra Grievance No. 82-309-88-07 (P-RC 1311)

August 9, 1989

SHELLEY VERBIN, Company Member
Santa Rosa Division
Local Investigating Committee

SAM A. TAMIMI, Union Member
Santa Rosa Division
Local Investigating Committee

DAVID J. ASCH, Company Member
Colgate Division
Local Investigating Committee

ED FORTIER, Union Member
Colgate Division
Local Investigating Committee

RUSSELL BATES, Company Member
DeSabra Division
Local Investigating Committee

SCOTT THOMAS, Union Member
DeSabra Division
Local Investigating Committee

Subject of the Grievance

These cases involve the reclassification of a vacant Foreman's Clerk in Santa Rosa to an Operating Clerk-Typist and vacant Assistant Foreman's Clerks in Oroville and Chico to Utility Clerk and Utility-Clerk Typist respectively.

Facts of the Case

In the Santa Rosa case, the Foreman's Clerk retired effective March 1, 1988. At that time, some of the duties were assigned to an existing Operating Clerk. The vacancy was reclassified to an Operating Clerk-Typist which assumed the remaining duties.

In the Oroville case, the Assistant Foreman's Clerk temporarily vacated on May 12, 1986 for an extended assignment as an Engineering Estimator. A Utility Clerk-Operating hired July 14, 1986 was then upgraded on July 28, 1986 to relieve the Assistant Foreman's Clerk and continued in that assignment until the reclassification to Utility Clerk on March 21, 1988. The timing of the reclassification coincided with the original incumbents permanent appointment to a Field Clerk classification.

An Assistant Foreman's Clerk position in Chico was vacated December 10, 1987. Subsequently, the pending Clerical Job Evaluation System was utilized to grade a Position Evaluation Questionnaire detailing the job duties.

August 9, 1989

As a result of the grading, the position was reclassified to a Utility Clerk-Typist and filled on March 11, 1988 by a Utility Clerk-Typist from another Department.

Discussion

The Committee reviewed and discussed Item 14 of the cover letter dated October 2, 1987 to the 1988 settlement. That note states:

14. Assistant Foreman's Clerk and Foreman's Clerk

Company and Union recognized that possible inequities exist between Physical and Operating Clerical positions throughout the system and agree that it is desirable to effect an expeditious resolution to these issues. Therefore, the parties agreed to:

- a) Leave current pay rates and lines of progression as is for the Assistant Foreman's Clerk and the Foreman's Clerk positions.
- b) Commencing immediately, all Assistant Foreman's Clerk and Foreman's Clerk positions will be evaluated using the existing clerical job evaluation system for study purposes only. The results of this study will be compared with the existing operating clerical data currently being gathered and will then be referred to interim bargaining to establish a mutually agreed upon plan to correct any inequities.
- c) Deadline for completion January 1, 1989. If agreement is not reached by this date the classifications, rates, and lines of progression will remain unchanged.

Company and Union later executed Letter of Agreement 89-17 extending the deadline for the above until December 31, 1989.

Union argued that Company's reclassifications violated Title 2, Recognition, by removing work from the Physical bargaining unit and assigning it to the Clerical bargaining unit; and that the reclassifications breached the commitment reached at the bargaining table (Item 14 above).

Decision

The Pre-Review Committee agrees to reestablish the positions grieved and to compensate the employees who were placed in the reclassified positions at the appropriate step of either the Foreman's Clerk and Assistant Foreman's Clerk classification.

Further the reestablished positions if filled, shall be awarded in accordance with Section 205.7 of the Agreement utilizing the prebid listing dated as follows:

August 9, 1989

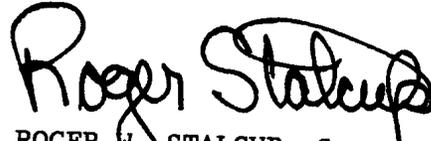
Santa Rosa March 5, 1988
Oroville February 1, 1988
Chico February 20, 1988

The Local Investigating Committee shall determine placement of the current incumbents in a manner which is least disruptive to the concerned parties. The Pre-Review Committee retains jurisdiction if the Local Investigating Committees are unable to resolve this remaining issue.

Based on the foregoing understanding, this case is considered closed, and such closure should be so noted by the Local Investigating Committee.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee

MAS:stc