



## 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

ROBIN WIX, CHAIRMAN  
☐ DECISION  
☐ LETTER DECISION  
☐ PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

### Pre-Review Committee Numbers 22242 & 22306 Shared Services – Transportation Services – San Luis Obispo/Bakersfield

Jodi Baxter  
Deborah Harper  
Company Member  
Local Investigating Committee

Patrick Duffy  
Dave Sankey  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

These cases concern whether or not it is appropriate to upgrade an Operating Clerk to a Parts Clerk when performing specific duties.

#### Facts of the Case

Both grievants accepted bids to Operating Clerk positions in the Transportation Services Department in 2011 and are headquartered in San Luis Obispo and at the Bakersfield Service Center respectively. Both grievants support garages at other locations within their service territory.

Letter Agreement 06-19-PGE allowed for physical clerical positions to be filled as Operating Clerical and states:

1(c). *"Incumbents in Title 200 and 300 clerical classifications remaining at the service centers will perform dual commodity functions in those locations including the full scope of duties of their classification (Title 200 clerical employees may perform Title 300 clerical work and vice versa, as well as Operating clerical work, etc.). The remaining Title 200/300 incumbents may also be required to perform physical work historically performed by their classification."*

1(e). *"As Physical Clerk jobs are vacated, the positions may be filled as Operating Clerical positions. Once these jobs are filled as Operating clerical, they will perform the same clerical duties as listed in "c" above (dual commodity, etc.)."*

In 2007, the Company and Union signed Letter Agreement 07-10-PGE which added the Parts Clerk and other Transportation classifications to the list of classifications outlined in LA 06-19.

The grievant at San Luis Obispo submitted for upgrade when she performed duties that she believed to be physical work of a Parts Clerk. These upgrade requests were approved or denied depending

upon who her supervisor was at the time. The grievant at Bakersfield was never upgraded to the Parts Clerk position even though she too performed duties she believed to be physical work of a Parts Clerk.

#### Discussion

The Committee agreed that Operating clerical may perform the functions of a Parts Clerk in accordance with Letter Agreements 06-19 and 07-10. The Committee further agreed that there are some duties of a Parts Clerk that constitute physical work that is beyond the scope of the Operating clerical classifications.

The committee reviewed the Parts Clerk job definition and agreed that the following duties constitute Parts Clerk physical work:

- Stocking and organizing automotive parts on shelves, including during inventory
- The disposing, shipping and receiving when physically handling automotive parts
- Transporting automotive parts between headquarters and jobsites

In addition the parties are in discussions regarding the filling of the Parts Clerk positions.

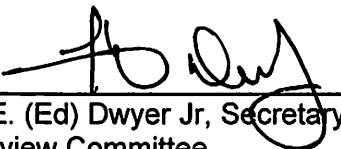
#### Decision

The Committee agreed that Operating clerical will be upgraded to the Parts Clerk classification when performing the identified job duties outlined above. Such upgrades will be in accordance with Section 204.3 Temporary Upgrade.

These cases are closed based on the foregoing and are being returned to the perspective Local Investigating Committees to determine any applicable upgrade pay due each grievant based on the above identified functions and in accordance with Section 204.3 of the Physical Agreement thirty-days (30) prior to the filing of the grievance to present.

  
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Robin Wix, Chairman  
Review Committee

12/18/14  
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Date

  
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F.E. (Ed) Dwyer Jr, Secretary  
Review Committee

12/18/14  
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Date