

REVIEW COMMITTEE**PG and E**

PACIFIC GAS AND ELECTRIC COMPANY
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IBEW

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

RECEIVED APR 17 1987

Sacramento Division Grievance No. 6-269-85-20
P-RC 1088

- ☐ DECISION
☐ LETTER DECISION
☐ PRE-REVIEW REFERRAL

April 17, 1987

L. MIKE TYBURSKI, Company Member
Sacramento Division
Local Investigating Committee

WAYNE R. GREER, Union Member
Sacramento Division
Local Investigating Committee

The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee, and is being returned, pursuant to Step Five A(ii) of the grievance procedure to the Local Investigating Committee for settlement in accordance with the following:

Subject of the Grievance

This grievance concerns the issue of whether Company is obligated to create additional positions if Company is upgrading into those classifications for additional work for a substantial period.

Facts of the Case

In examining upgrades in the Gas T&D Department in Sacramento since 1983, the Union noted that in some classifications, upgrades exceeded the days off taken by employees regularly assigned to the classification. For example, from January 1, 1984 through June 1, 1986, employees in the Gas Crew Foreman classification were off 1547 days due to vacations, floating holidays, sick, funeral, upgrades or compensation payroll. During that same period, employees were upgraded into the Gas Crew Foreman classification on 1643 days.

Discussion

The Union argued that upgrades in excess of the days needed to fill behind absent employees indicates a need for the creation of an additional position within that classification.

The Company noted that the vast majority of upgrade time covered in this grievance was for relief purposes and further recognized that there are occasions when additional assistance is needed in a classification and it is appropriate to utilize Section 205.3 in those instances.

The Committee reviewed Section 205.7 of the Physical Agreement which states, "Whenever a vacancy occurs in any job classification, except those covered by Section 205.8, which the Company intends to fill on a regular basis,

April 17, 1987

Company shall fill it by award as soon as practicable." The temporary upgrades in this case were previously for relief purposes, and the Committee recognized that there was no intent on the Company's part to fill additional positions on a regular basis.

Decision

The Committee agreed that there was no violation of Title 205 and closed this case without adjustment. Such closure should be noted by the Local Investigating Committee.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee

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