

9.2, 18.4; 18.17, 24.1, 24.3: No violation of the agreement occurred when Co. reduced to one prebid code per classification (Clerical) per location within Area 2 at East Bay, Diablo and Mission Divs.



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MARGARET A. SHORT, CHAIRMAN
DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

REVIEW COMMITTEE

RECEIVED by LU 1245
February 17, 2005

CASE CLOSED
FILED & LOGGED

IBEW



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
SALIM A. TAMIMI, SECRETARY

Pre-Review Committee No. 15119 & 15122 Operating Clerical – Area 2 – East Bay, Diablo and Mission Divisions

Pat Medrano
Company Member
Local Investigating Committee

Lula Washington
Union Member
Local Investigating Committee

Subject of the Grievance

Company reduced to one prebid code per classification per location within Area 2.

Facts of the Case

Area 2 is the only Area to eliminate Operating Clerical prebid codes, going to a more generic vacancy approach. They have established an internal reassignment process that allows employees to lateral within the headquarters to other company departmental functions.

There has been no demonstration of any bidder harmed by this change.

Discussion

The PRC is in agreement that how many prebid codes, how they are numbered, what order they are in, or anything related to them has never been a subject of bargaining.

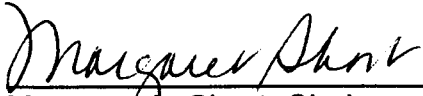
Company noted that this is not the first time prebids have been cancelled by Company. In Letter Agreement 96-73, Company noticed Union that it had canceled all prebid codes where there was no incumbent and no intent to fill a position in the near future. The business driver for those eliminations was conversion to an SAP HR/Payroll system that would have limited numbers available for use as prebid codes, and once used could not be repeated. The purpose of the Letter Agreement was to suspend certain provisions of Titles 18 and 205 during the implementation phase of the new SAP HR/Payroll system, which however did not come to fruition at that time.

Company also noted that in 1980 when the parties negotiated the current clerical Lines of Progression and the journey clerical classifications (Service Rep, Operating Clerk, and Accounting Clerk) were granted an extra pay step, it was in part to provide Company with greater flexibility in making work assignments. Employees no longer bid desks, but bid a classification and Company could assign an employee any duties appropriate for that classification or to any desk held by an employee in the same classification.

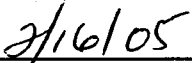
The dropping of the Department designation for the Operating Clerical Line of Progression in 1987 just takes that flexibility a step further.

Decision

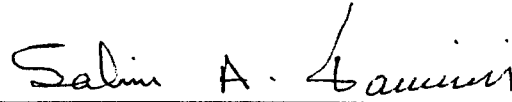
No violation of the Agreement occurred. These cases are closed without adjustment.



Margaret A. Short, Chairman
Review Committee



Date



Sam Tamimi, Secretary
Review Committee



Date