

206.14
9-16-54

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
San Francisco 6
SUtter 1-4211

In reply please refer to

RECEIVED

SEP 17 1954

September 16, 1954

LOCAL 1245, I.B.E.W.

Mr. L. L. Mitchell, Assistant Business Manager
Local 1245, I.B.E.W. - A.F.L.
1918 Grove Street
Oakland 12, California

Dear Mr. Mitchell:

Enclosed are copies of our letters of interpretation which were sent to our Divisions, one outlining the method to be followed in changing the journeymen who had been reduced to apprentices back to journeymen and the other relating to the changing of casual employees to probationary employees. Both of these interpretations were applied as of September 1, 1954.

R. J. Tilson
R. J. TILSON

Director of Industrial Relations.

RJT:MMC
Encl.



	RTW	
✓	LLM	
✓	MAVY	MAV
	PWY	
	CLR	
	HMS	
✓	EBB	EBB
	R/S	
	FILE	

P · G · and E ·
FOR INTER-DEPARTMENT USES

PACIFIC GAS AND ELECTRIC COMPANY

DIVISION OR
 DEPARTMENT PERSONNEL

FILE NO.
 RE YOUR LETTER OF
 SUBJECT

September 1, 1954

MESSRS.	T. E. WARD	W. F. PAPE	C. V. WILBUR
	F. Y. KRAFT	L. J. BRUNDIGE	A. J. SWANK
	G. L. WORKS	H. A. LEE	E. H. FISHER
	R. A. CAYOT	A. D. CHURCH	W. N. FAIRLEE
	W. H. PARK	W. R. BOWLER	R. J. CASALEGGIO
	D. F. VILLA	L. H. SMITH	

As previously reported to you in connection with Company-Union negotiations, the Company agreed that when demotions take place, if a journeyman can displace an apprentice the journeyman will maintain his journeyman classification. To provide for this, new contract Sections 206.12 and 306.2 have been included in the Demotion and Layoff Procedure Titles of the Agreement with the I.B.E.W. covering physical workers. These sections are effective September 1, 1954. They specify that employees who are subject to demotion and whose seniority enables them to effect displacements in apprentice classifications shall, in lieu of demotion to the apprentice classification, be given the rate and classification next higher (in the normal line of progression) to that of the apprentice classification. Copies of the detailed language of these sections were transmitted to you in our letter of August 31, 1954.

To further the intent of these provisions a change of classification should be authorized to give employees the rate and classification next higher to the apprentice in cases where they are in an apprentice classification on September 1, 1954 as a result of having been reduced thereto under the provisions of the Demotion and Layoff Procedure before such titles were amended.

VP&GM approval is to be requested for each case.

R. J. TILSON

VJT:DC

cc:	NRS	RBT	HCK
	LHA	WLM	RWF
	PEB	VJT	JLG
	GAP	JMM	ENB
	LWC	ATK	WAL
	RES	TVA	ACTN
	CLY	EEF	HFC
	FES		HMCS

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	W. H. PARK	W. R. BOWLER	H. McGANN
	D. F. VILLA	L. H. SMITH	

Effective today, September 1, 1954, Title 210 of the physical workers agreement with the I.B.E.W. and Title 21 of the clerical workers agreement are amended to provide that employees shall be designated as either probationary or regular. The designation of "casual employee" no longer applies.

To conform with the requirements of the amended contracts, it will be necessary that the status of each casual employee on the pay roll as of this date be changed to either probationary or regular, depending upon length of service with the Company. Management authorization must be obtained to make the change in each case. However, employees affected may continue to fill vacancies in temporary jobs under their revised status.

On and after this date probationary employees, as long as they retain such status, will not acquire any seniority rights, or rights with respect to leave of absence, holidays, job bidding and promotion, demotion and layoff, sick leave, vacation or similar rights and privileges. If they complete six months of continuous service they are to be given the status of a regular employee.

Casual weekly employees who have one year or more of continuous Company service on September 1, 1954 will upon change of status be entitled to a vacation of one week, and such date will become their qualifying date under the provisions of contract Section 211.1 in the physical agreement, or 8.1 in the clerical agreement.

Under the amended contract the demotion and layoff provisions will apply to all regular employees who may be subject to layoff, notwithstanding that some of such employees may be filling jobs of temporary duration.

Copies of the amended contract sections relating to the foregoing were forwarded to you on August 31, 1954.

R. J. TILSON

VJT:MM
 Enc.

cc: HRS, LHA, PEB, GAP, LMC, RDS, CLY, FEB, RBT, WLM, VJT, JMM, ATK,
 TVA, BEE, HOD, RMP, JLG, ENB, WAL, AJN, HFC, HMC

INTERPRETATION OF SECTIONS 206.12 and 306.2

(JOURNEYMAN RETENTION)

Sections 206.12 and 306.2 specify that employees who are subject to demotion under Title 206 or 306 and whose seniority enables them to effect displacements in apprentice classifications shall, in lieu of demotion to the apprentice classification, be given the rate and classification next higher in the normal line of progression to that of the apprentice classification.

Note that the employee will be given the rate and classification next higher to the apprentice in lieu of demotion thereby signifying that a journeyman is not a demoted employee. Therefore, there is no requirement that a journeyman shall have to bid on a vacancy (in his headquarters) in his classification in order to attain his previously held status as his classification status has remained unchanged. However, in the event a Division employee was higher in the normal line of progression than a journeyman and who has been demoted and has displaced an apprentice, he would be given the rate and classification of a journeyman and would have to bid on a vacancy in his previously held classification and would receive preference under Section 206.9, i.e., Sr. Serv., Sr. Mech., Sub-foreman, etc.

It is apparent that Division journeymen who elect to invoke 206.4 would displace the same junior journeyman in the Division in each instance who in turn would displace an apprentice until theoretically there would be no apprentices at that particular headquarters. However, that is the Company's problem and we should adhere to the previously outlined theory of line work being performed by journeymen.

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