

REVIEW COMMITTEE

PG and E

IBEW 

PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
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LOCAL UNION 1245, I.B.E.W.
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WALNUT CREEK, CALIFORNIA 94596
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L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

San Francisco Division Grievance No. 2-56-76-56
P-RC 244
Posting of Building Maintenance Man Vacancy

September 10, 1976

MR. R. H. JONES, Chairman
San Francisco Division
Joint Grievance 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 to the Joint Grievance Committee for settlement in accordance with the following:

The case involves the posting of a Building Maintenance Man vacancy, General Office, Building Department, 245 Market Street, on the June 1, 1976 Employment Bulletin. The Department inserted (Painter and Furniture Refinisher) underneath the Building Maintenance Man classification, and the grievance alleges that this is improper, and the job vacancy must be reposted deleting the reference to Painter and Furniture Refinisher. The question then becomes one of whether the Department contractually has the right to make this insertion, notwithstanding the fact that over a number of years Company has inserted various statements relative to hours of work, remoteness of location and even additional information relative to the job duties involved in a classification.

In reviewing the case and the relevant Titles of the Labor Agreement, the Pre-Review Committee is of the opinion that the contract is silent in this regard and does not provide a specific answer. However, in reviewing the "Guidelines For the Administration of Job Bidding and Promotion Provisions of the Physical and Clerical Agreements, effective July 1, 1967 - Physical Agreement, and effective September 24, 1967 - Clerical Agreement, the preparation of the Employment Bulletin, as outlined on Page 4 of the Guidelines, provides that the Division must show the Division job vacancy number, classification job code number, the Department, location or headquarters of the vacancy listed, but is not all inclusive. Therefore, one must look elsewhere in the Guidelines to resolve the issue, and to that end, Page 7 of the Guidelines, Communication With the Union, does shed some light in resolving job bidding problems where it states:

"Job bidding provisions of the Physical Agreement and Clerical Agreement provide that under stated circumstances, job vacancies may be filled in special manner and such action requires communication with the Union."

In view of the foregoing, it is the opinion of the Pre-Review Committee that in cases requiring special notations on the Employment Bulletin, the Company will notify the Business Manager, Local 1245, I.B.E.W., in advance of the Employment Bulletin being posted of the special circumstances involved, which necessitates special handling of the postbid; in this case, the statement, "Painter and Furniture Refinisher" as an indication of the primary duties and the necessary requirements of the job.

When a settlement is reached by the Joint Grievance Committee, the Review Committee should be sent a copy of the final disposition.



D. J. BERGMAN, Chairman
Review Committee



L. N. FOSS, Secretary
Review Committee

DJB:rto

cc: JHBlack
IWBonbright
LVBrown
Personnel Managers