

# REVIEW COMMITTEE

**PG and E**

PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
SAN FRANCISCO, CALIFORNIA 94106  
(415) 781-4211, EXTENSION 1125

**IBEW** 

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(415) 933-6060  
L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

Coast Valleys Division Grievance No. 18-29-76-29  
P-RC 245  
Elimination of Vacant Technical Clerk Position

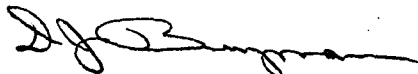
March 23, 1977

MR. D. W. PHIPPS, Chairman  
Coast Valleys 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, pursuant to Section 1B(1) of the Review Committee procedure, to the Joint Grievance Committee for settlement in accordance with the following:

The issue concerns the elimination of a Technical Clerk classification at Morro Bay Power Plant and the reassignment of job duties to Routine Plant Clerk. The Joint Statement of Facts indicates that on May 1, 1976, the grievant was assigned approximately 50% of the work formally performed by the Technical Clerk. The crux of the dispute appears to center around the fact that there is not enough "Technical Clerk" work, and the Division believes that the work can properly be assigned to the technical operating group. However, in reviewing the job definitions of the Technical Clerk classification dated May 1, 1973, when the classification was transferred from another bargaining unit to the Local 1245, IBEW, unit, the job definition provides for the classification to assist Plant Clerks along with its other duties. Before the Division can eliminate a classification and the job duties can be transferred to another, it has to be agreed to through collective bargaining, and it is the Pre-Review Committee's understanding that a proposal of this nature is currently under consideration as a part of general negotiations. It is also the Pre-Review Committee's understanding that interim adjustments relative to wages, duties and lines of progression for the Technical Clerk classification were not discussed by the parties prior to November 19, 1976, and with that being the case, the Pre-Review Committee is of the opinion that the grievant should be paid at the appropriate wage step of the Technical Clerk classification for all time worked within the scope of duties for such classification.

This case is considered closed on the basis of the foregoing and the adjustments provided herein, and the closure so noted in the minutes of your next Joint Grievance Committee meeting.



D. J. BERGMAN, Chairman  
Review Committee



L. N. FOSS, Secretary  
Review Committee

DJB:rto

cc: WLMurray  
IWBonbright  
LVBrown  
Personnel Managers