

REVIEW COMMITTEE

PG and E

IBEW 

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L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

North Bay Division Grievance Nos. 4-156-76-156
and 4-160-76-160
P-RC 292 and 293
Denied Upgrade to Supervising Clerk B

April 15, 1977

MR. W. H. MOORE, Chairman
North Bay Division
Joint Grievance Committee

The above-subject grievances have been discussed by the Pre-Review Committee prior to their docketing on the agenda of the Review Committee and are being returned, pursuant to Section 1B(2) of the Review Committee procedure, to the Joint Grievance Committee for settlement in accordance with the following:

The grievances concern a practice of upgrading Clerk B's to Supervising Clerk B's in the Fort Bragg and Willits offices when the local managers are gone for a full workday. This practice has existed for a number of years in both offices, and the grievants are alleging that they are entitled to Supervising Clerk B rate of pay inasmuch as the discontinuance of the past practice is in violation of Section 24.7 of the Clerical Labor Agreement. The Joint Statement of Facts indicates that these are the only two offices where this occurred, and that it was discontinued once Division Management became aware of the practice. The positions appear to revolve around the anti-abrogation clause of the Labor Agreement; and in these cases, the practice is isolated when compared to system-wide practice. Division Management discontinued the practice once brought to their attention, and the practice, standing alone, is not sufficient to establish Management's acquiescence in the misapplication of the Labor Agreement regardless of the reasons the local managers' established the practice. Therefore, the Division did not violate Section 24.7 of the Agreement, and if there is a continuing question as to the proper rate of pay, the cases should be referred to the Clerical Job Grading Committee for their consideration.

These cases are considered closed on the basis of the foregoing, and the closures should be so noted by the Joint Grievance Committee.



D. J. BERGMAN, Chairman
Review Committee



L. N. FOSS, Secretary
Review Committee

DJB:rto

cc: JGFoster
IWBonbright
LVBrown
Personnel Managers