

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

V. P. & Comptroller Grievance Nos. 22-44-77-14
and 22-45-77-15

P-RC 319 and 320

Clerical Test Battery; Requirement of Machine Operator B's
To Pass Aptitude Test Before Transferring or Prebidding

December 7, -1977

MR. WAYNE K. SNYDER, Company Member
V. P. & Comptroller
Local Investigating Committee

MR. EDUARDO VALLEJO, Union Member
V. P. & Comptroller
Local Investigating 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 Sections 1B(1) and (2) of the Review Committee procedure, to the Local Investigating Committee for settlement in accordance with the following:

Grievance No. 22-44-77-14 (P-RC 319)

The case concerns the unilateral change of tests and passing scores for employees in the V. P. & Comptroller's Department who are required to take the Clerical Test Battery. Company submitted a letter to Union on May 26, 1977, indicating that the security of Company's clerical pre-employment test may have been compromised in the San Francisco area. The issue in dispute is one of the Company's unilateral right to establish tests for the purpose of evaluating potential employees prior to employment. However, the test battery that is contained in the Clerical Labor Agreement, albeit the former pre-employment test, relates only to employees of Company for the purposes of transfer and promotion.

In view of the above, the Pre-Review Committee is of the opinion that if the short form test battery, as agreed to in 1969, is applied to employees following their hiring, is changed, it must be done pursuant to Section 18.19 of the Clerical Labor Agreement.

Grievance No. 22-45-77-15 (P-RC 320)

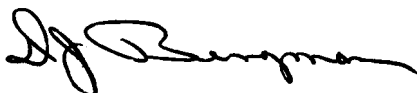
The unresolved issue is the requirement of the Machine Operator B's (key-punch) to pass the aptitude test as outlined in the negotiated test procedure of the Clerical Labor Agreement before transferring to a Clerk D or prebidding to a Clerk C in the Comptroller line of progression. The Local Investigating Committee is in agreement that the collective bargaining agreement requires employees classified as Meter Reader or Machine Operator A's (keypunch only) to pass the test. The Department, also, has been requiring the test of all Machine Operators in Data Recording before consideration is given to transfers or promotions. The Pre-Review Committee

Mr. Wayne K. Snyder
and Mr. Eduardo Vallejo
P-RC 319 and 320

-2-

December 7, 1977

agrees with the Local Investigating Committee that the test, as provided for in Exhibit A of the Clerical Labor Agreement, specifically, page 97, is applicable to the Meter Readers and Machine Operator A's (keypunch) classifications only. However, Review Committee File Nos. 811, 887, 888 and 926 are applicable to all Machine Operators seeking transfers. Further, the testing requirements have been in effect since September, 1968, and if a change in practice is to take place, it must be done through collective bargaining and not the grievance procedure.



D. J. BERGMAN, Chairman
Review Committee



L. N. FOSS, Secretary
Review Committee

DJB:rto

cc: FAPeter
IWBonbright
LVBrown
Personnel Managers