

# 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

Personnel Relations Grievance No. 2-53-76-53  
P-RC 403  
Downgrade of Clerk C Position

June 18, 1979

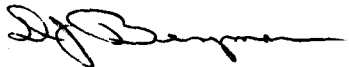
MS. KATI MILLER, Company Member  
Personnel Relations  
Local Investigating Committee

MR. E. VALLEJO, Union Member  
Personnel Relations  
Local Investigating Committee

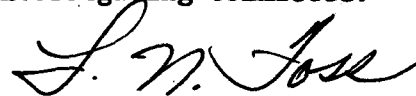
The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Section I B(2) of the Review Committee procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case originally involved a question of designating two Clerk C positions in the Underground Conversion Section of Customer Services, San Francisco Division, as RWV for eventual reclassification to Clerk D. The Clerical Job Grading Committee reached agreement that the position responsible for "can't get in" locks and related access problems is correctly evaluated at the "D" level. Agreement could not be reached on the position responsible for investigating usage on meters, which Company records indicate should be locked. The Pre-Review Committee, in reviewing the remaining issue in this case, notes that the principle areas in dispute are this position's contacts with the public and job training. In reviewing the data gathered by the Local Investigating Committee and the Clerical Job Grading Committee in their field review, the Pre-Review Committee agrees that job training evaluated at 30 points is appropriate. In reviewing the factor "Contact With The Public," the Committee agrees that 15 points should be added to this factor. With these additional points, however, this position still grades at the Clerk D level. As a result, the Committee agrees that Clerk D is appropriate rating for this position.

This case is considered closed on the basis of the foregoing, and the closure should be so noted by the Local Investigating Committee.



D. J. BERGMAN, Chairman  
Review Committee



L. N. FOSS, Secretary  
Review Committee

PEPettigrew(1123):rto

cc: IWBonbright  
LVBrown  
FCBuchholz  
JBStoutamore  
RHCunningham  
JGO'Neill  
HBHazel  
Personnel Managers