

# REVIEW COMMITTEE

**PG and E**

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**IBEW** 

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L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

De Sabla Division Grievance No. 10-83-78-24  
P-RC 411

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

Alleged Denial of Upgrade, Water Systems Repairman

February 9, 1979

MR. R. A. COOK, Chairman  
De Sabla Division  
Joint Grievance Committee

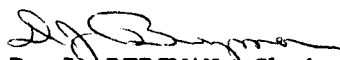
The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Section I B(1) of the Review Committee procedure, to the Joint Grievance Committee for settlement in accordance with the following:


The case concerns the bypass of the grievant, a Water Systems Repairman, to Water Systems Subforeman. The Division has periodically been upgrading a Labor Foreman to Water Systems Subforeman, notwithstanding the fact that he is not in the line of progression to the Water Systems Subforeman, inasmuch as the work assigned to the labor crew requires work on the water collection system.

The case is unique in that the labor crew is continually performing work that requires a Water Systems Subforeman, and if a Water Systems Subforeman classification were present, there would then be no need for the Labor Foreman. The Job Definitions, Exhibit VI-G of the Job Definitions and Lines of Progression, Water Department, clearly indicate that the employee classified as Water Systems Repairman should contractually receive the temporary upgrade. However, if this situation is to continue, consideration should be given to reclassifying the Labor Foreman to Water Systems Subforeman. If that is the Division's desire, the Pre-Review Committee recommends that it be accomplished, pursuant to Sections 205.19 and 206.12 of the Physical Labor Agreement, by reclassifying the employee presently occupying the Labor Foreman's classification to that of a Water Systems Subforeman.

As to a settlement remedy, the Pre-Review Committee agrees that the grievant should have received the temporary upgrades to the Water Systems Subforeman classification starting June 21, 1978, and continuing up until the time there is no need for a temporary upgrade or the Division submits a request to reclassify the Labor Foreman to Water Systems Subforeman.

This case is considered closed on the basis of the foregoing and the adjustments provided herein, and the closure should be 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: RDMullikin  
IWBonbright  
LVBrown  
Personnel Managers