

12/79

REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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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 No. 22-73-78-10
Fact Finding Committee No. 938-78-231
P-RC 412
Clerical Test Battery

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

MR. E. VALLEJO, Union Member
V. P. & Comptroller
Local Investigating Committee

The Pre-Review Committee has received a copy of the June 25, 1979, letter of agreement on the use of the substitute tests pursuant to Test Procedure, Item A, of the Clerical Agreement, for the San Francisco area. The Pre-Review Committee had referred this case back to the Local Investigating Committee by letter of February 9, 1979, noting that the issue of the use of substitute tests would be a subject for negotiations. These negotiations have been completed, and the issue of the rights of employees who had been tested and their rights to retest for those who have failed has been referred back to this Committee.

The Committee notes that the substitute tests were implemented on June 3, 1977, yet were not agreed to until June 25, 1979. There are a number of employees involved in this case who have taken the old test battery and the new test battery. In most cases, the new test battery was taken prior to the recent Agreement. The Pre-Review Committee, therefore, faces the task of determining the employees' rights to retest, if any, using the substitute tests battery and, therefore, after consideration, agrees on the following procedure:

1. Those employees who have been tested once on the old battery and once on the new prior to June 25, 1979, will be allowed one more opportunity to take the new battery no sooner than one year following the date on which they took the old battery.
2. Those who have been tested on the old battery prior to June 25, 1979, and on the new battery after June 25, 1979, have received their two opportunities to pass these tests according to the Clerical Agreement.

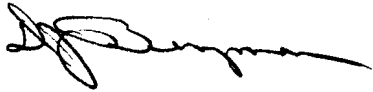
Messrs. W. K. Snyder
E. Vallejo
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3. Those employees who have been tested on the new battery either once or twice prior to June 25, 1979, will be allowed two opportunities to take such tests in accordance with the test procedure in the Clerical Agreement.
4. Those employees who have been tested on the new battery once prior to June 25, 1979, and once after will be afforded an opportunity to be retested following one year from the date the employee took such battery following the June 25, 1979, agreement.

This case is returned to the Local Investigating Committee to settle this grievance on the rights of the employees involved on the basis of the above understandings.



D. J. BERGMAN, Chairman
Review Committee



L. N. FOSS, Secretary
Review Committee

PEPettigrew(1123):rto

cc: FAPeter
IWBonbright
LVBrown
FCBuchholz
JBStoutamore
RHCunningham
Personnel Managers