

**REVIEW COMMITTEE****PG and E**

PACIFIC GAS AND ELECTRIC COMPANY  
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 SAN FRANCISCO, CALIFORNIA 94106  
 (415) 781-4211, EXTENSION 1125

**IBEW** 

INTERNATIONAL BROTHERHOOD OF  
 ELECTRICAL WORKERS, AFL-CIO  
 LOCAL UNION 1245, I.B.E.W.  
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 (415) 933-6060  
 R.W. STALCUP, SECRETARY

RECEIVED SEP 17 1980

D.J. BERGMAN, CHAIRMAN

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

General Construction Grievance No. 3-268-77-139  
 P-RC 428  
 Alleged Bypasses, MEOB's and Helpers

September 9, 1980

MR. J. A. CATES, Company Member  
 General Construction  
 Local Investigating Committee

MR. E. A. FORTIER, Union Member  
 General Construction  
 Local Investigating Committee

Subject of the Case

The grievance concerns the alleged bypass of several Miscellaneous Equipment Operator B's and Helpers in the Gas Construction Department to promotion to Carpenter C on April 11, 1977. The Local Investigating Committee's report evidences that the grievance has been narrowed to one of the several grievants.

The remaining grievant was hired as a Helper in 1971 and progressed through various other classifications. At the time of the filling of the vacancy in question, the grievant was employed as a Helper. While not significant to this decision, the grievant has since been promoted to Miscellaneous Equipment Operator B.


Discussion

The record submitted by the Local Investigating Committee evidences that the grievant has been upgraded temporarily to Carpenter C on several dates subsequent to the filling of the vacancy.

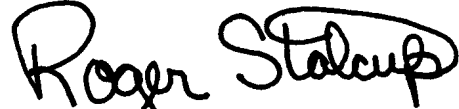
The information obtained from Foreman Whatley and Amate is pertinent to this decision. They state that the grievant was employed in the temporary capacity of Carpenter C at the Hercules pumping station during the times relevant here. The supervisors further state that during this assignment, the grievant could not perform simple carpentry tasks, i.e., nailing and sawing, without constant direct supervision. He was, in their observation, incapable of constructing simple forms. For this reason, they would not recommend his permanent upgrading to Carpenter C.

Decision

In the light of the foregoing, it is the decision of this Committee that the bypass of the grievant, Hofer, was not improper under the provisions of Title 305.



D. J. BERGMAN, Chairman  
Review Committee



R. W. STALCUP, Secretary  
Review Committee

DJB:ml

cc: GSBates  
LCBeanland  
IWBonbright  
LVBrown  
FCBuchholz  
RHCunningham  
NRFarley  
CAMiller  
JBStoutamore  
WKSnyder  
CPTaylor  
Division Personnel Managers