

REVIEW COMMITTEE**PG and E**

PACIFIC GAS AND ELECTRIC COMPANY
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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
M.A. MEDEROS, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

San Francisco Division Grievance Nos.

2-39-76-39, 2-96-76-96, 2-41-76-41 and 2-42-76-42

San Jose Division Grievance Nos. 8-42-76-42,

8-78-76-78 and 8-86-76-86

Stockton Division Grievance No. 16-40-77-17

Materials Distribution Grievance No. 21-10-76-10

East Bay Division Grievance No. 1-780-79-136

Pipe Line Operations Grievance No. 11-37-79-9 — P-RC 513

April 7, 1980

MR. R. H. JONES, Chairman
San Francisco Division
Joint Grievance Committee

MR. F. L. NETTELL, Chairman
San Jose Division
Joint Grievance Committee

MR. D. C. ALBRIGHT, Chairman
Stockton Division
Joint Grievance Committee

MR. J. P. NAILLEN, Chairman
Materials Distribution
Joint Grievance Committee

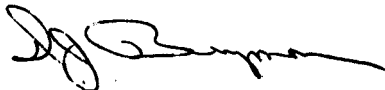
MR. M. HEAD, Chairman
East Bay Division
Joint Grievance Committee

MR. R. W. HORTON, Chairman
Pipe Line Operations
Joint Grievance 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 Section 1B of the Review Committee Procedure, to the Local Investigating Committees for settlement in accordance with the following:

All ten cases concern the downgrading of clerical positions and were referred to the Clerical Job Grading Committee. As a result of the new Clerical Agreement dated January 1, 1980, the Pre-Review Committee is in agreement that the Local Investigating Committees should reconsider these cases in view of Item 2a of Attachment A of the Clerical Wage and Classification Agreement in an effort to resolve these cases. Specifically, the Local Investigating Committees should review other jobs of comparable duties within their Divisions and once a mutual comparison is reached, assign that rate of pay. In the event that employees are displaced as a result of a settlement, then the provisions of Item 2b of the Clerical Settlement of Attachment A should be utilized.

Once the Local Investigating Committees have reached a disposition, then the Pre-Review Committee should be notified of these results in writing.



D. J. BERGMAN, Chairman
Review Committee



M. A. MEDEROS, Secretary
Review Committee

DJB:kls

PRE 513
RECEIVED OCT 14 1980

LOCAL INVESTIGATING COMMITTEE
MEMORANDUM OF DISPOSITION
PIPE LINE OPERATIONS GRIEVANCE NO. 11-37-79-09

SUBJECT OF GRIEVANCE:

Correct classification that the Clerk D in the Antioch Field Office should be temporarily upgraded to, when relieving the Clerk B, who is in a "red-circled job".

CORRECTION ASKED FOR:

Pay the grievant as Clerk B whenever upgraded to fill the Clerk B job.

DISCUSSION:

After reviewing the Local Investigating Committee's report, which is attached hereto and made a part hereof, the Local Investigating Committee could not resolve the grievance so it was referred to the Cross-Hatch Committee. Before the Cross-Hatch Committee could reach a decision however, Company and Union agreed in bargaining to abolish the cross-hatch system and create a new, mutually acceptable system. Furthermore, all RWV positions, such as the one in this grievance, would have the RWV designation removed until a new system was implemented.

Consequently, the Pre-review Committee returned the grievance to the Local Investigating Committee with instructions to settle it as follows:

1. Effective 1/1/80 any upgrade to the Clerk B position in question would be made at the Clerk B rate. This will continue until such time as a new grading system is in place and the job can be regraded.
2. The Pre-review Committee requested that the Clerk B position in this grievance be reviewed with other jobs of comparable duties and if a mutual comparison can be made, then that rate of pay be assigned. However, no such comparison exists within Pipe Line Operations. Therefore, in view of the discussions concerning the cross-hatch held during 1980 negotiations, it was agreed that the only adjustment to be made would be the removal of the RWV designation as of 1/1/80. Furthermore, inasmuch as the correction asked for in grievance precedes the 1/1/80 date, it will be denied for any time period prior to 1/1/80.

As stated above however, it will be granted effective 1/1/80.

DECISION:

Based on the foregoing, until such time as a new grading system is implemented and the job in question graded, all upgrades to the Clerk B position after 1/1/80 will be made at the Clerk B rate of pay.

This case is settled and considered closed.

R. L. Parker (Concur/Dissent) Sept. 25, 1980
R. L. PARKER, Date
Personnel Representative

C. W. Walker (Concur/Dissent) 10-8-80
C. W. WALKER, Date
Chief Clerk, Antioch

S. A. Thomas (Concur/Dissent) 9/29/80
S. A. THOMAS, Date
Union Business Representative

B. J. Bass (Concur/Dissent) 10/8/80
B. J. BASS, Date
Shop Steward