

# REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
SAN FRANCISCO, CALIFORNIA 94106  
(415) 781-4211, EXTENSION 1125

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 Jose Division Grievance No. 8-359-79-57  
P-RC 528  
Fact Finding Committee No. 1429-80-2  
Bypass of TBitting

June 23, 1980

MR. O. OWEN, Company Member  
San Jose Division  
Local Investigating Committee

MR. L. A. WEST, Union Member  
San Jose Division  
Local Investigating Committee

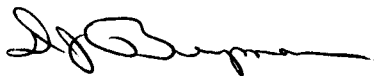
**CASE CLOSED  
LOGGED AND FILED**


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 IB(2) of the Review Committee procedure, to the Local Investigating Committee for settlement in accordance with the following:

On July 2, 3, 5, and 6, 1979, the Company bypassed grievant, an Apprentice Equipment Mechanic, and appointed a probationary Equipment Mechanic to a temporarily vacant Garage Subforeman classification on the night shift in the Belmont garage in San Jose Division.

The Union argued in the Local Investigating Committee that the provisions of Section 205.2 of the Physical Labor Agreement precluded the probationary Equipment Mechanic from receiving consideration for the upgrade. On that basis, the Union's position, therefore, was that the Apprentice Equipment Mechanic should have received the upgrade. The Company argued in the Local Investigating Committee that since there were no qualified bidders on file, that it was free to appoint whomever it wished under Section 205.13 of the Physical Labor Agreement. In reviewing the facts of this case, the Pre-Review Committee agrees that the Apprentice, based on the evidence in the case, was not qualified for upgrade to Garage Subforeman and, therefore, was properly bypassed under Section 205.11. In view of the circumstances, therefore, the only practical thing for the Company to have done was to upgrade the probationary Equipment Mechanic to Garage Subforeman.

On the basis of the above, the Committee agrees to close this case without adjustment and without prejudice to the position of either side with respect to the application of Sections 205.2 and 205.13.

  
D. J. BERGMAN, Chairman  
Review Committee

  
M. A. MEDEROS, Secretary  
Review Committee

PEPettigrew:ml

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