

# REVIEW COMMITTEE

**PG and E**

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

**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  
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

RECEIVED JAN 20 1982

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

San Joaquin Division Grievance No. 25-369-80-41 (P-RC 630)  
Coast Valleys Division Grievance No. 18-582-81-26 (P-RC 650)  
P-RC Nos. 630 and 650

January 19, 1982

MR. R. J. STEELE, Company Member  
San Joaquin Division  
Local Investigating Committee

MR. W. WEAVER, Union Member  
San Joaquin Division  
Local Investigating Committee

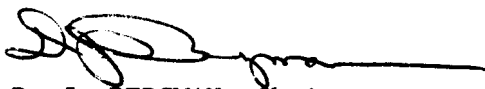
MR. D. RIVKIN, Company Member  
Coast Valleys Division  
Local Investigating Committee

MR. D. REESE, Union Member  
Coast Valleys Division  
Local Investigating Committee

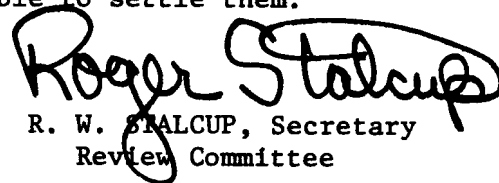
The above-subject grievances have been discussed by the Pre-Review Committee prior to their docketing on the agenda of the Review Committee and are being returned, pursuant to Step Five A(iii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

These grievances were referred by the Pre-Review Committee to the Master Apprenticeship Committee for its review and recommendations by letter dated August 7, 1981. The Pre-Review Committee is in agreement with the recommendations of the Apprenticeship Committee (copy attached).

These cases are referred back to their respective Local Investigating Committees to re-evaluate pursuant to Section 205.11, the qualifications of the General Construction Communication Technicians who were bypassed. The Pre-Review Committee will retain jurisdiction for the final resolution of these grievances if the Local Investigating Committees are unable to settle them.



D. J. BERGMAN, Chairman  
Review Committee



R. W. STALCUP, Secretary  
Review Committee

MAShort(6274):ml

cc: RDMullikin      DAOkabayashi  
GNRadford      TCPhebus  
LCBeanland      WKSnyder  
IWBonbright      JBStoutamore  
FCBuchholz      CPTaylor  
RHCunningham      CEWelte  
NRFarley      Division Personnel Managers  
TMacWilliams

Enclosure

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

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WALNUT CREEK, CALIFORNIA 94596  
(415) 933-6060  
R.W. STALCUP, SECRETARY

**CASE CLOSED** AUG 7 1981  
**LOGGED AND FILED**

D.J. BERGMAN, CHAIRMAN

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

San Joaquin Division Grievance No. 25-369-80-41  
P-RC 630  
Coast Valleys Division Grievance No. 18-582-81-26  
P-RC 650

August 7, 1981

MR. R. J. STEELE, Company Member  
San Joaquin Division  
Local Investigating Committee

MR. D. RIVKIN, Company Member  
Coast Valleys Division  
Local Investigating Committee

MR. D. REESE, Union Member  
Coast Valleys Division  
Local Investigating 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 Step Five A(v) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

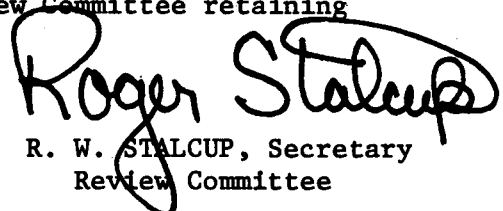
These cases concern Division Communication Technician vacancies for which General Construction Communication Technicians submitted postbids and were subsequently bypassed. In both instances, the Division required that the G.C. employees successfully complete the negotiated entrance examination for Apprentice Communication Technician in order to demonstrate that they were minimally qualified to fill a Division journeyman vacancy. Neither of the grievants had completed the academic courses required of Division Apprentice Communication Technicians. In one case, the grievant took and failed the test. In the other, the grievant refused to take the test.

It is Company's contention that requiring G.C. journeymen to pass the Apprentice entrance test is consistent with the provisions of Section 205.11 of the Physical Agreement. Union agrees that tests may be used to "assist in determining an employee's qualifications", however, in these cases, the test appears to be the sole criterion for making a determination.

It was agreed to refer these cases to the Master Apprenticeship Committee for its review and recommendations with the Pre-Review Committee retaining jurisdiction for a final resolution.



D. J. BERGMAN, Chairman  
Review Committee



R. W. STALCUP, Secretary  
Review Committee

MAShort(6274):ml/RWS:rlm

cc: RDMullikin MEBadella MEBennett LVBrown RHCunningham DOkabayashi  
GNRadford LCBeanland IWBonbright FCBuchholz NRRFarley JBStoutamore  
WKSnyder LSilton CPTaylor CEWelte Division Personnel Managers