

# REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
SAN FRANCISCO, CALIFORNIA 94108  
(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  
R.W. STALCUP, SECRETARY

**CASE CLOSED** FEB 22 1982  
**LOGGED AND FILED**

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Gas Utilization Grievance No. 88-85-81-5  
P-RC 689

February 28, 1982

MS. T. D. MacWILLIAMS, Company Member  
Gas Utilization  
Local Investigating Committee

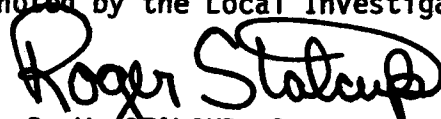
MR. J. VALENTINO, Union Member  
Gas Utilization  
Local Investigating Committee

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 Step Five A(i) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case concerns the bypass of a Machine Operator B in the V. P. and Comptroller's Department to a Materialsman vacancy at the Fremont Gas Meter Shop because she had not passed the Fork Life Operator's test at the time her transfer application was given consideration. The grievant did take the examination on July 9, 1981 but failed. The vacancy was filled on July 6 by an employee junior to the grievant who had met all of the requirements of the job including the Fork Lift Operator's test. At issue in this case, is Company's unilateral requirement that the Fork Lift exam is a prerequisite to transfer to Materialsman. Subsequent to the filing of this grievance, the parties have had discussions concerning making the Fork Lift Operator's test a prerequisite to the Materialsman classification and have agreed to the execution of a letter agreement #R1-81-96-PGE. However, this agreement does not have retroactive application. It is, therefore, the decision of the Pre-Review Committee that the bypass of the grievant in this case was improper and that she will be appointed retroactive to July 6, 1981 to a Materialsman vacancy at the Gas Meter Shop in Fremont with the understanding that she must take a retest of the Fork Lift Operator's examination within the first 30 calendar days after she reports. If she does not pass this retest, she will be eligible for a second retest no sooner than 30 days from the date that she failed the first retest. She must take the second retest no more than 45 days from the date that she failed the first retest. If she fails the second retest, she will be removed from the Materialsman classification subject to Title 206 of the Agreement.

This case is considered closed on the basis of the foregoing and the adjustment provided herein, and the closure be so noted by the Local Investigating Committee.

  
D. J. BERGMAN, Chairman  
Review Committee

  
R. W. STALCUP, Secretary  
Review Committee

MAS(6274):ml/RWS:rlm

- cc: LCBeanland      NRFarley      WKSnyder      Division Personnel Managers  
 IWBonbright      PChailmann      JBStoutamore  
 FCBuchholz      DAOkabayashi      CPTaylor  
 RHCunningham      TCPhebus      CEWerte