

**REVIEW COMMITTEE**

RECEIVED AUG 26 1982

**PG and E****IBEW**

PACIFIC GAS AND ELECTRIC COMPANY  
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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  
R.W. STALCUP, SECRETARY

**CASE CLOSED** AUG 27 1982  
**LOGGED AND FILED**

D.J. BERGMAN, CHAIRMAN

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

East Bay Division Grievance No. 1-1266-81-73  
P-RC 714  
Sr. Representative I Position Cancelled

August 25, 1982

MR. L. R. JOHNSON, Company Member  
East Bay Division  
Local Investigating Committee

MR. S. A. TAMIMI, Union Member  
East Bay Division  
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(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case concerns the elimination of a Senior Service Representative I position in the Division Customer Services Department, Oakland. Several years ago the workload of this position was 75 percent rate analysis, 15 percent load survey and 10 percent miscellaneous assignments.

Over the years, the work functions of rate analysis and load survey were gradually shifted from the Division Customer Services offices to the General Office and the various local Customer Services offices primarily as a result of computerization. However, the Senior Service Representative I at Oakland continued to perform these functions even though other locations did not.

The rate analysis work was computerized in 1976 which eliminated the need to manually prepare rate comparisons. At that time, computer-generated Rate Comparison Reports were issued from General Office directly to the local Customer Services offices.

The load survey work was reassigned to the Power Surveyors. Each of the miscellaneous assignments were either eliminated entirely or reassigned to General Office or the local Customer Services offices.

The Pre-Review Committee discussed at length the detailed report prepared by the Local Investigating Committee; and it became quite evident that, at the time the Senior Service Representative I retired and the position was eliminated, there was no longer a need for the position. Further, only a de minimus amount of work was reassigned to an exempt supervisor, specifically that of making work assignments to the Power Surveyors.

August 25, 1982

The Pre-Review Committee agreed that the 1980 commitment with respect to increasing the number of senior clerical positions is a Company goal which does not mean that each headquarters or Division is obligated to increase the number of senior positions. However, the Local Investigating Committee did determine that in East Bay Division, there have been four newly authorized senior clerical positions since January, 1980. In addition, the grievant was not the senior prebidder to the Senior Service Representative I, Division Customer Services, Oakland.

It was agreed that no contractual violation occurred and that this case is closed without adjustment and should be so noted by the Local Investigating Committee.



D. J. BERGMAN, Chairman  
Review Committee



R. W. STALCUP, Secretary  
Review Committee

MAShort(6274):ml

cc: FCMarks  
LCBeanland  
IWBonbright  
FCBuchholz  
GClerk  
RHCunningham  
NRFarley  
DAOkabayashi  
TCPhebus  
WKSnyder  
JBStoutamore  
CPTaylor  
CEWelte  
Division Personnel Managers