

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

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

**CASE CLOSED** JUL 28 1982  
**LOGGED AND FILED**

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 JUL 28 1982

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

Sacramento Division Grievance No. 6-130-81-9  
P-RC 720

July 23, 1982

Mr. L. M. Tyburski, Company Member  
Sacramento Division  
Local Investigating Committee

Mr. P. Zimmerman, Union Member  
Sacramento 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. Pursuant to Step 5 A (i) of the grievance procedure, this case is being returned to the LIC for settlement in accordance with the following:

ISSUE

This case concerns the Company's filling of a Meter History position on a permanent basis when it was aware that such job was to be transferred to East Bay Division. The issue to be decided concerns the rights of the grievant, who was displaced as a result of the eventual transfer of an Operating Clerk (Meter History) position to East Bay Division.

DISCUSSION

In March of 1980, the Division was notified that the Electric Meter files were to be consolidated to East Bay Division during 1980 and 1981. In August of 1980, the grievant who was an Operating Clerk responsible for the Electric Meter files, was offered a lateral move into the Mail Room, in accordance with Section 18.6 of the Clerical Agreement. She accepted the move and her Meter History job was filled on a permanent basis on August 29, 1980, by an employee who had an earlier employment date.

At the point of consolidation and transfer of the Meter History job on August 3, 1981, the incumbent exercised her Title 19 rights and displaced the grievant from her Operating Clerk position in the Mail Room. Grievant was demoted to Utility Clerk in the Division Gas Department.

The Union argued that the Meter History job should have been filled by temporary assignment when grievant left the job in August of 1980. The Union argument is based on Company's previous practice of filling jobs in the Gas Meter shops and the Materials Department on a temporary basis when consolidation was in progress for these functions.

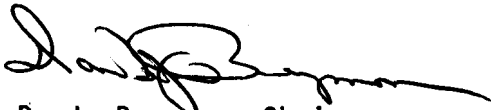
The Company agrees that such practice would have eliminated the problem raised in this grievance, but believes that there was no violation of the agreement, in any event.

## DECISION

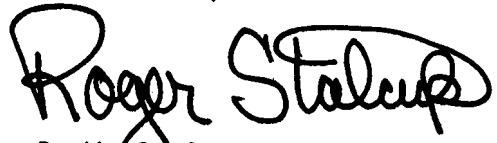
The Pre-Review Committee, in review of all the facts in this case, concludes that there was no violation of the agreement. However, in recognition of various equity offers by the LIC, and in an effort to provide a fair resolution to the problem presented, the Committee agrees to the following equity settlement, without prejudice to the position of either party:

The grievant will be paid one-half of an amount equal to the difference between the top rate of Utility Clerk and Clerk D from the date of her demotion, to the date on which she was awarded a Service Representative position, less any temporary upgrade time she may have had.

This case is considered closed on the basis of the foregoing and should be so noted by the Local Investigating Committee.



D. J. Bergman, Chairman  
Review Committee



R. W. Stalcup, Secretary  
Review Committee

PEPettigrew(1123):ml/RWS:sam

cc: JLKirkegaard  
LCBuchholz  
GClerk  
AWDefoe  
NRFarley  
DAOkabayashi  
TCPhebus  
WKSnyder  
JBStoutamore  
CPTaylor  
CEWelte  
Division Personnel Managers  
LCBeanland  
IWBonbright