

REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
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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 NOV 16 1982
LOGGED AND FILED

RECEIVED NOV 16 1982

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

San Francisco Division Grievance No. 2-674-81-86
P-RC 756

October 20, 1982

MR. K. H. ANDERSON, Company Member
San Francisco Division
Local Investigating Committee

MS. D. FORTIER, Union Member
San Francisco 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 being returned, pursuant to Step Five A(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

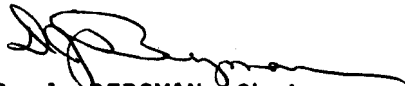
This grievance involves the reassignment of job scheduling duties which were formerly performed by a Senior Service Representative II. The duties are now being performed, in part, by an exempt employee and, in part, by two Senior Service Representative I's who alternate performing the work. The Union grievance requests that the grievants be reimbursed at the Senior II rate of pay for all such work performed by them; and further, pay the senior prebidder to the Service Representative II classification for all time worked by the two Senior I's on this task.

The facts of this case indicate that a Senior II and prior to that an A Clerk had performed updating and other job scheduling functions, including attendance at the job scheduling meeting, for a period of approximately 10 years. On or about September 15, 1981, attendance at the weekly job scheduling meetings was discontinued for the clerk and the recording of problem jobs and informing the appropriate representative of problem jobs at the meeting was assumed by an exempt supervisor. The bulk of the job scheduling responsibilities which involved anywhere from three to 4½ hours weekly, were assigned to one or the other of the Senior Service Representative I's who are grieving the issue in this case.

As in previous grievance settlements regarding the proper classification of clerical employees, there is currently no job evaluation system to determine the merits of their argument. As a result, this case, like others, will be considered closed at this time until a new clerical job evaluation system is agreed upon. When it is, the Committee agrees in this case that the current Senior Representative I positions will be graded with the assignment of the job scheduling duties to determine whether one or the other job warrants an upgrade. In addition, in mind with the Company's commitment to maintain and increase senior clerical jobs

where possible, the Senior Representative II job will also be graded. If such grading results in a lowering of the classification, those duties which were shifted and are at issue in this case, will be placed back as part of the responsibility of the Senior Representative II, and the job will be graded again to see whether or not it makes a difference. If the addition of these duties would otherwise maintain the position at the Senior Clerk II level, then such duties will remain with the Senior Clerk II position. If they do not, then the Committee agrees that the reassignment of the duties in question in this case to the Senior Representative I positions would be appropriate and that the proper level will be determined at that time. In any event should the evaluation of the Senior Clerk I position result in an upgrade, the appropriate retroactive application will be made, as provided for in the 1980 General Negotiations settlement.

On this basis, this case is considered closed, and the closure should be so noted by the Local Investigating Committee.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

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