

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

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INTERNATIONAL BROTHERHOOD OF
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R.W. STALCUP, SECRETARY

**CASE CLOSED
LOGGED AND FILED**

FEB 18 1983

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

General Construction Grievance No. 3-1063-82-22
P-RC 770

February 14, 1983

MR. R. S. BAIN, Chairman
General Construction
Joint Grievance Committee

MR. G. VALLEY, Chairman
General Construction
Joint Grievance Committee

Grievance Issue

Alleged improper bypass of a Technical Subforeman B.

Facts of the Case

The grievant is a Technical Subforeman B in the Communications Group of the Station Construction Department.

On January 17, 1982, another Technical Subforeman B in the Communications Group was promoted to Technical Subforeman A. This Technical Subforeman has less Company Service than the grievant; however, the grievant was not working in the Promotion-Demotion Geographic Area where the promotion occurred at the time the promotion was effected.

Discussion

The Union claimed that the Station Construction Communications Group has been promoting on a system-wide (rather than Geographic Area) basis, and that, therefore, the grievant was improperly bypassed for the Technical Subforeman A job. Company maintained that the Communications Group has always utilized the same Promotion-Demotion Geographic Areas as the rest of Station Construction, and noted that Station Construction's published Promotion-Demotion Areas have never indicated any exceptions to these areas. Therefore, Company contended, the grievant was not bypassed for promotion in this case.

The Pre-Review Committee discussed this case on several occasions and attempted to investigate, over a period of several months, the past promotional practices in the Communications Group. Finally, in January 1983, two things occurred which bear on this case: First, the Station Construction Department amended its Promotion-Demotion Geographic Areas to provide a system-wide promotional basis for all Station technical classifications; this amendment is applicable to promotions effected after January 10, 1983. Secondly, the Committee

received a note from the grievant, dated January 10, 1983, which stated that he was not interested in the Technical Subforeman A job in question.

Decision

Considering the foregoing, the case is closed without adjustment.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

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