

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

PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
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 R.W. STALCUP, SECRETARY

CASE CLOSED
LOGGED AND FILED NOV 23 1982

D.J. BERGMAN, CHAIRMAN

DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

General Construction Grievance No. 3-1046-82-5
 P-RC 772

November 18, 1982

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

MRS. JAN CANNON, Chairman
 General Construction
 Joint Grievance Committee

Background:

The Mechanical Inspector job definition in Exhibit VI-K of the Physical Agreement includes the following note: "The classifications of Field Garage Mechanic A and Equipment Mechanic are considered as the next lower classification to Mechanical Inspector and time spent at the top rate of one is considered as time spent in both classifications for purposes of Section 305.5. A Mechanical Inspector who is to be demoted shall be demoted to the classification from which he came." (Emphasis added). The page containing this note (and the rest of the Mechanical Inspector job definition) is dated January 31, 1972.

On April 3, 1980, the lines of progression for the General Construction Service Center Garage Group were revised. This revision shows the following classifications to be "next lower" to Mechanical Inspector:

Lead Mechanic
 Equipment Mechanic
 Lead Field Garage Mechanic
 Field Garage Mechanic A
 Machinist
 Lead Welder
 AWS Certified Welder

The aforementioned note was not included in the revised lines of progression.

On March 3, 1981, Company and Union executed a letter agreement which revised the Mechanical Inspector job definition. The subject note was not included in this revision. Exhibit VI-K was not revised to reflect this change.

Facts of the Case:

The Grievant was promoted from Field Garage Mechanic A to Mechanical Inspector on June 29, 1981.

On December 23, 1981, the Grievant was given a Demotion and Layoff Questionnaire; the Questionnaire offered the Grievant the choice of demoting to

Equipment Mechanic or accepting a layoff. The Grievant elected to take the Equipment Mechanic position, and was demoted to that classification on January 7, 1982.

Discussion:

The Union maintained that the subject note in Exhibit VI-K is still in effect, and that, therefore, the Grievant properly should have been offered an opportunity to demote to the classification from which he came, i.e., Field Garage Mechanic A.

The Company's position was that the subject note was eliminated when the Service Center Garage Group's lines of progression were revised on April 3, 1980; that this elimination is evident from the fact that the number of classifications considered "next lower" to Mechanical Inspector were increased from the two shown in the note in Exhibit VI-K to the seven shown in the April 3, 1980 lines of progression revision, and from the fact that the note was not included in the lines of progression revision; that this elimination was further demonstrated by the exclusion of the subject note from the March 3, 1981 revision of the job description. The Company stated it had no objection to inserting in the Garage Group's lines of progression that a "Mechanical Inspector who is to be demoted shall be demoted to the classification from which he came"; the Company maintained, however, that the Grievant in this case was properly demoted because this provision was not in effect at the time of his demotion. The Company also stated that the Grievant could now be transferred to the Field Garage Mechanic A classification with little, if any, difficulty or disruption.


Decision:

Considering all of the foregoing, the Pre-Review Committee has agreed that a logical and proper resolution of this case would be as follows:

- 1) The Grievant will be offered an opportunity to transfer from his present classification to Field Garage Mechanic A and, if he accepts, he will be so transferred as quickly as possible.
- 2) Company and Union will execute a letter agreement to add a "Note 7" to the General Construction Services Department Garage Group's lines of progression, such note to read "A Mechanical Inspector who is to be demoted shall be demoted to the classification from which he came."

The case is considered closed on the basis of the foregoing without further adjustment.


D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee

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