

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

PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
 ELECTRICAL WORKERS, AFL-CIO
 LOCAL UNION 1245, I.B.E.W.
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 R.W. STALCUP, SECRETARY

**CASE CLOSED
 LOGGED AND FILED**

D.J. BERGMAN, CHAIRMAN

RECEIVED APR 9 1984

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Nuclear Plant Operations Grievance No. 22-18-83-18
 P-RC 869

April 3, 1984

MR. D. A. OKABAYASHI, Company Member
 Nuclear Plant Operations
 Local Investigating Committee

MR. D. H. REESE, Union Member
 Nuclear Plant Operations
 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:

Subject of the Grievance

This grievance concerns the administration of the Plant Operator Selection System (POSS) to Auxiliary Operators and Auxiliary Operator transfer candidates.

Discussion

According to a representative of the Nuclear Plant Operations Personnel Department, the Plant Operator Selection System (POSS) was developed by the Edison Electric Institute and is intended to be used to screen potential candidates for entry-level Operator positions. The POSS battery has only been administered to one Auxiliary Operator transfer candidate, an employee from San Joaquin Division. This employee was a postbidder for a Shift Clerk vacancy at Diablo Canyon, but had also expressed a desire to become an Auxiliary Operator. Since the employee was already scheduled to be at the Diablo Canyon Power Plant site for the Shift Clerk interview, the employee was offered the opportunity to take the POSS battery (even though he was not the top transfer candidate to Auxiliary Operator).

The POSS battery was administered to the employee in order to assist in the evaluation of his qualifications in the event he became the senior Auxiliary Operator transfer candidate. He was also interviewed by an Operations Department supervisor. The employee was not offered an appointment to an Auxiliary Operator position based upon the results of this interview, according to the record submitted by the Local Investigating Committee. Whether or not the employee actually had a transfer application on file is not clear in the record. Further, how the job was ultimately filled is not included in the record. The grievance issue in this case does not address the bypass of this employee for the Auxiliary Operator job, and, therefore, the Pre-Review

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Committee assumes that he was not bypassed. The record does state, however, that the decision whether or not to extend an offer of the Auxiliary Operator position to the employee was made prior to knowing the results of the POSS test. The Company stated that the POSS battery has not been given to any other valid transfer applicants.

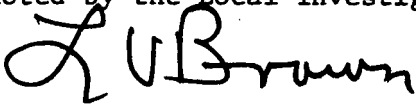
The Company stated that it intends to use the POSS battery, but only for evaluation purposes until such time as the Company and Union may reach agreement on using the battery for determining employees' qualifications for Auxiliary Operator. Until such agreement is reached, filling of vacancies will occur in the same manner as in the past. The Committee noted that Company has twice proposed adoption of the POSS test battery to determine qualifications for transfer applicants to the Auxiliary Operator position, but no agreement has been reached.

Decision

The Committee agreed that, since no employees have been bypassed as a result of the administration of the POSS battery, there has not been any violation of the contract. The Committee, therefore, agrees to close this case without adjustment.

The Union, however, does reserve the right to grieve the application of the tests at a later date in the event that the Company and Union do not jointly agree on their usage for bypassing transfer candidates and the Company thereafter unilaterally institutes the test.

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



L. V. BROWN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

LMT/RS:kem