

205.7 (P)  
206.9 (P)

**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

SEP 10 1984

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  
LOGGED AND FILED  
RECEIVED SEP 10 1984**

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

East Bay Division Grievance No. 1-2021-83-209  
P-RC 922

September 4, 1984

MS. E. ANDRE, Company Member  
East Bay Division  
Local Investigating Committee

MR. J. VALENTINO, Union Member  
East Bay 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 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 alleged improper bypass of a Gas Helper to a Fieldman vacancy as a result of the grievant's failure to check the Section 206.9 box on the prebid form.

Facts of the Case

The grievant was employed on January 10, 1973, was later injured and attained Long Term Disability status on June 6, 1979. In early 1983, the grievant, according to his doctor, was examined and determined to be capable of returning to work in his former classification of Fieldman. Since there were no Fieldman vacancies at the time the employee was cleared to return to work, he was returned to a Helper position on August 22, 1983, pursuant to Company/Union letter agreement.

After returning to work, the grievant submitted a prebid to the Fieldman classification. However, in completing the prebid form, the grievant failed to place an "x" in the Section 206.9 box. According to the grievant, he read the wording on the prebid form but did not believe the Section 206.9 box applied to him, inasmuch as no mention is made of employees returning from Long Term Disability. (The language on the current prebid form states, "Place an 'x' in the box to the right if you have been demoted or involuntarily transferred by Company and wish this bid considered under Section 206.9 of the Physical Agreement, under Section 19.9 of the Clerical Agreement, or under 22.3 of the ESC Agreement.")

On November 4, 1983, two Fieldmen vacancies were filled. The successful bidders both had Subsection 206.9(a) rights due to earlier lack of work demotions and both checked the Section 206.9 box on the prebid form. The


September 4, 1984

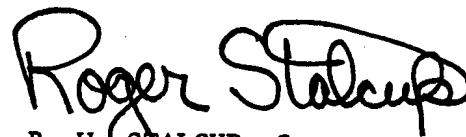
employment dates of the bidders were both in 1977. The grievant was not awarded either job because of his failure to check the Section 206.9 box on the prebid form. The Union opined that the grievant complied with Subsection 206.9(a) of the Physical Agreement by submitting a prebid for the Fieldman classification. The Union further argued that the grievant's failure to check the Section 206.9 box was the result of the Company's failure to inform the grievant that this was necessary. The Company argued that the employee is responsible for properly completing the prebid form, and the grievant failed to do so in this case and is, therefore, not contractually entitled to either job that was awarded. The Company also cited the addendum to the Joint Statement of Facts where the Central District Personnel Representative stated he informed the grievant of his rights. The Company did indicate that the employee would maintain his Section 206.9(a) rights.

The Committee reviewed letter agreement R1-82-13 dated April 28, 1982 which outlines the employee's responsibility to properly complete prebid, transfer and postbid forms. The letter agreement states that a prebid or postbid application will be accepted by the computer if the employee fails to check the Section 206.9 box; however, Subsection 205.7(a) priority status may be not accorded the bidder. The Committee also reviewed the prebid and postbid forms and agreed that the current form does not include any language regarding employees who have been or are on Long Term Disability status and wish consideration under Section 206.9.

#### Decision

The Committee agreed that the employee failed to check the box which would have accorded him Section 206.9 rights and, therefore, the bypass was proper. The Committee further agreed that the prebid and postbid job vacancy application forms will be revised to include the language, "Place an "X" in the asterisked box following the appropriate prebid code if you have been demoted or involuntarily transferred by Company or if you have been or are on Long Term Disability status and wish this bid considered under Section 206.9 of the Physical Agreement, under Section 19.9 of the Clerical Agreement, or under Section 22.3 of the ESC Agreement." (copy of agreed-to form attached). 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

LMTyburski(4110):ml

# PREBID

## JOB BIDDING SYSTEM PREBID JOB VACANCY APPLICATION

Format 432  
Level 3

**R**

(Do Not Fill In)

DO NOT USE THIS FORM FOR JOB VACANCIES LISTED IN THE POSTBID BULLETIN

Return completed form with correct postage via the U.S. Post Office or Company mail. *You will receive an acknowledgment within two weeks of receipt.*

First Initial  8 Middle Initial  9 Last Name  10  11  12  13  14  15  16  17  18  19  20  21  22  23  24  25

PLACE AN "X" IN BOX 77 IF YOU HAVE CHANGED YOUR BASE CLASSIFICATION OR REGULAR HEADQUARTERS IN THE LAST 10 DAYS. (EXCLUDE ANY TEMPORARY CHANGES.)

Address  26  27  28  29  30  31  32  33  34  35  36  37  38  39  40  41  42  43  44  45  46  47

City  48  49  50  51  52  53  54  55  56  57

State  61  62 Zip Code (required)  63  64  65  66  67

Social Security Number  68  69  70  71  72  73  74  75  76  77

This is my Prebid for the following job classification and headquarters which will be effective until my status under Subsections 205.7 (a), or (b) and 205.8 (a), (b), or (c) for Physical Unit Classifications or Subsection 18.8 (a) or (b) for Clerical Unit Classifications or Subsection 21.2 (b) or (c) for ESC Classifications has changed or for a period of one year.

PREBID CODE  78  79  80  81  82  83 JOB CLASSIFICATION \_\_\_\_\_ JOB LOCATION \_\_\_\_\_  84 \*

PREBID CODE  85  86  87  88  89  90 JOB CLASSIFICATION \_\_\_\_\_ JOB LOCATION \_\_\_\_\_  91 \*

PREBID CODE  92  93  94  95  96  97 JOB CLASSIFICATION \_\_\_\_\_ JOB LOCATION \_\_\_\_\_  94 \*

Place an "X" in the asterisked box following the appropriate prebid code if you have been demoted or involuntarily transferred by Company or if you have been or are on LTD status and wish this bid considered under Section 206.9 of the Physical Agreement, under Section 19.9 of the Clerical Agreement, or under Section 22.3 of the ESC Agreement.

**PG&E**  
62-3452 (REV. 12/82)

Industrial Relations Department  
Pacific Gas and Electric Company  
45 Market Street  
San Francisco, CA 94106

PLEASE FILL IN YOUR  
RETURN ADDRESS

TO:

Name \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_

RI-82-13-PGE  
205.7 P  
205.8 P  
18.8 C

# PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6557

April 28, 1982

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

In an effort to reduce the numbers of grievances or potential grievances as a result of confusion surrounding the basis for computer rejection of prebids, transfer applications and/or postbids and to effect the most efficient, accurate and equitable system for the filling of vacancies under computerized job bidding, Company proposes to resolve the issue, pursuant to Subsections 205.4(b), 205.5(b), 205.6(b) of the Physical Agreement and Subsections 18.4(b), 18.5(b), and 18.7(b) of the Clerical Agreement, with the following guidelines:

For making application to fill vacancies under computerized job prebidding, postbidding, and transfers, employees must submit, proper, correctly completed forms (except as specifically noted by asterisk). Failure to do so will result in rejection of the application by the computer. Proper correctly completed forms are identified as follows:

Prebids: PGandE form 62-3452  
Transfers: PGandE form 62-3450  
Postbids: PGandE form 72-3451

All numbered boxes on these forms must contain appropriate information:

Prebids: Items 1 through 7, as follows  
Transfers: Items 1 through 6, as follows  
Postbids: Items 1, 2, 3, 4(a), 5, 6 and 7, as follows

1. First initial, middle initial (if any) and last name exactly as it appears on payroll check.
2. Mailing address, city, state abbreviation (California is CA) and zip code.
3. Social security number.
4. Prebid/transfer code of the classification and location desired, exactly as printed in the directory of job classifications and codes.

April 28, 1982

- 4(a). Job vacancy number must be entered on postbid forms exactly as it appears on the Employment Bulletin.
- \* 5. Job classification and location desired.
- \* 6. Indication, if permanently changed job classification or location in the previous two weeks, by an "x" in the appropriate box.
- \* 7. Indication of demotion or displacement, under conditions outlined in Titles 206 or 19 of the appropriate contract, by an "x" in the box provided. Application will not be rejected if space is left blank but 205.7(a), 205.8(a) or 18.8(a) priority may not be accorded the bidder. If employee incorrectly claims "A" bid rights, application will be cancelled and employee advised to resubmit for proper consideration under 205.7(b), 205.8(b) or (c), or 18.8(b).

\*Information only -- Computer will not reject bid.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *M. B. Bright*  
Manager of Industrial Relations

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

May 27, 1982

By *Jack McHenry*  
Business Manager

# TRANSFER

## JOB BIDDING SYSTEM JOB TRANSFER APPLICATION

Format 432  
Level 1

(Do Not Fill In)

T						
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This application is designed for use by employees requesting a transfer within or between either General Office Departments or Divisions.

This transfer application shall be valid for a period of one year from the date of receipt or until one or more of the following occurs:

- A) The employee changes his classification or headquarters.
- B) The employee declines an offer to transfer to the subject job.

Not to be used for jobs to be filled by Post or Prebids.

Return completed application via U.S. Post Office, or Company mail.

You will receive an acknowledgment within two weeks of receipt.

First Initial J	Middle Initial P	Last Name JONES														} 1																																									
8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		24	25																																							
Address																		} 2																																							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47										
City																		State	Zip Code				Social Security Number						} 3																												
WHEREVER																		CA	61	62	63	64	65	66	67	68	69	70		71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98

I REQUEST TRANSFER TO:  
TRANSFER CODE NUMBER

1	2	3	4	5	6	7	8	9	0
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77 82 } 4

JOB CLASSIFICATION Clerk D      JOB LOCATION Angels Camp

Place an 'X' in the box to the right if you have permanently changed your base classification or regular headquarters in the last 10 days. (Exclude any temporary changes).

} 6  
PG-E  
83 62-3450 (REV. 11/81)

Industrial Relations Department  
Pacific Gas and Electric Company  
245 Market Street  
San Francisco, CA 94106

PLEASE FILL IN YOUR  
RETURN ADDRESS

TO:

Name J. P. Jones

Address 4029 Whatever

City, State, Zip Wherever, Ca. 91234



JOB BIDDING SYSTEM  
PREBID JOB VACANCY APPLICATION

Format 4  
Level 3

R (Do Not Fill In)  
1 2 3 4 5 6 7

Return completed form with correct postage via the U.S. Post Office or Company mail. You will receive an acknowledgment within two weeks of receipt.

First Initial:  J (8) Middle Initial:  P (9) Last Name:  J  O  N  E  S  } 1

Address:  1  2  3  4  W  H  A  T  E  V  E  R  S  T  } 2

City:  W  H  E  R  E  V  E  R  } 2

State:  C  A (61 62) Zip Code (required):  9  1  2  3  4 (63 67) Social Security Number:  1  2  3 (68 70)  4  5 (71 72)  6  7  8  9 (73 76) } 3

This is my Prebid for the following job classification and headquarters which will be effective until my status under Subsections 205.7 (a), or (b) and 205.8 (a), (b), or (c) for Physical Unit Classifications or Subsection 18.8 (a) or (b) for Clerical Unit Classifications or Subsection 21.2 (b) or (c) for ESC Classifications has changed or for a period of one year. Do not use this form for job vacancies listed in the Postbid bulletin.

PREBID CODE:  1  6  7  1  3  2 } 4

JOB CLASSIFICATION: Fieldman (77) JOB LOCATION: Stockton (82)

Place an 'X' in the box to the right if you have permanently changed your base classification or regular headquarters in the last 10 days. (Exclude any temporary changes).

} 6  
83

Place an 'X' in the box to the right if you have been demoted and wish this bid considered under Section 206.9 of the Physical Agreement, under Section 19.9 of the Clerical Agreement, or under Section 22.3 of the ESC Agreement.

} 7  
PG&E  
84 62-3452 Rev 9/1

Industrial Relations Department  
Pacific Gas and Electric Company  
245 Market Street  
San Francisco, CA 94106

PLEASE FILL IN YOUR  
RETURN ADDRESS

TO:

Name: J. P. Jones

Address: 4029 Whatever St

City, State, Zip: Wherever, Ca. 91234

# POSTBID

## JOB BIDDING SYSTEM POSTBID APPLICATION FOR PHYSICAL AND CLERICAL JOBS

Format 432  
Level 2

(Do Not Fill In)

P						
1	2					7

This form is designed to assist you in Post Bidding for jobs for which you are qualified. Fill in this form completely and return via the U.S. Post Office or Company mail not later than 10 days after bulletin is posted.

First Initial: J (8) Middle Initial: P (9) Last Name: JONES (10-25) } 1

Address: 1234 WHATEVER ST (26-47) } 2

City: WHEREVER (48-60) State: CA (61-62) Zip Code: 91234 (63-67) Social Security Number: 123 45 6789 (68-76) } 3

Place an 'X' in the box to the right if you have permanently changed your base classification or regular headquarters in the last 10 days. (Exclude any temporary changes).

} 6  
77

Place an 'X' in the box to the right if you have been demoted and wish this bid considered under Section 206.9 of the Physical Agreement or under Section 19.9 of the Clerical Agreement.

} 7  
78

JOB VACANCY NUMBER: 180038 (79-84) } 4b

JOB CLASSIFICATION: T & D Driver JOB LOCATION: Salinas



PG-1E  
62-3451 Rev 9/

Industrial Relations Department  
Pacific Gas and Electric Company  
245 Market Street  
San Francisco, CA 94106

PLEASE FILL IN YOUR  
RETURN ADDRESS

TO:

Name: J. P. Jones

Address: 4029 Whatever

City, State, Zip: Wherever, Ca. 91234