

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

D.J. BERGMAN, CHAIRMAN

CASE CLOSED
LOGGED AND FILED

RECEIVED MAR 27 1985

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

General Construction Grievance No. 3-1218-83-61
 P-RC 927

March 20, 1985

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

MR. MIKE MC KINNEY, Chairman
 General Construction
 Joint Grievance Committee

Grievance Issue

Outside Rehabilitation of an industrially injured employee.

Facts of the Case

The grievant is a Line Truck Driver. His Company Service date is September 9, 1969. He has been off work on the Workers' Compensation payroll since January 19, 1983.

On January 24, 1983, the grievant was released by his personal physician for light duty work. At the same time, the physician noted that the grievant was permanently restricted from performing strenuous physical labor.

Shortly after his placement on the Workers' Compensation payroll, the grievant applied for membership in the Group Life Insurance Plan during an open enrollment period. However, his membership in the Plan has never been effected because he was off work at the time he applied and has not yet returned to work. The grievant's Group Life Plan membership, and related LTD eligibility, is one of the issues currently being discussed by the Pre-Review Committee in its deliberations on a subsequent grievance - P-RC 986.

The grievant has qualified on the Clerical Test Battery, but has not passed a typing test. He has submitted post bids and transfer applications to various Divisions, but mainly for physical jobs.

By July 1983, the Company determined that there were no positions within the Company into which the grievant could be placed.

On July 22, 1983, the grievant was referred to rehabilitation services outside the Company.

March 20, 1985

Discussion

The grievance asks that the grievant be placed in a job within the Company.

The Union noted that the grievant is restricted only from strenuous physical labor and is qualified on the Clerical Test Battery, and opined that, therefore, the grievant should be placed in a light duty clerical job within the Company.

The Company demonstrated that it had made several searches for a Company clerical job for the grievant, but without success. The Company also maintained that it has met all contractual, as outlined in P-RC 471, and legal requirements with regard to the grievant, that is, providing him a valid rehabilitation program.

Decision

The Committee agrees that no contractual violation occurred in this case. However, the Union wishes to go on record as being very frustrated with the manner in which Company conducts its job searches for permanently disabled employees, and opined that bona fide efforts frequently are not made to place such individuals. Company disagrees.

This case is closed without adjustment.


D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee

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