

REVIEW COMMITTEE**PG and E**PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
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(415) 781-4211, EXTENSION 1125

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

**CASE CLOSED
LOGGED AND FILED****RECEIVED DEC 19 1985**Drum Division Grievance No. 15-100-83-12
P-RC 1037

December 18, 1985

FRED. L. CLARK, Company Member
Drum Division
Local Investigating CommitteeED A. FORTIER, Union Member
Drum 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:

On August 7, 1983, an Assistant Operator was upgraded to System Operator 3 to fill a vacant shift at Wise Powerhouse. The upgrade continued until October 3, 1983. Use of the Assistant Operator was necessitated by the upgrade of one System Operator 3 to Powerhouse Foreman, the extended vacation of a Relief Operator and scheduled vacations for other Operators. Prior to the upgrade, the Foreman and the Assistant Operator both agreed that she was capable of standing shift.

The Union argued that the Assistant Operator was not "qualified" for upgrade to System Operator pursuant to Subsection 205.3(b) which states:

"Except in limited circumstances where the requirement is justified, temporary vacancies shall only be filled by employees who have qualified for such promotion in the same manner as would be required if the employee were to fill the job vacancy on a permanent basis."

The Assistant Operator in this case was not at the top step of the classification at the time of the upgrade.

The Company argued that this situation was governed by Section D of the Relief Agreement - Relief for Prolonged Periods. There were no prebidders to the classification, and the System Operator temporary vacancy was anticipated to exceed 28 days.

The Committee determined that at the time of her upgrade, the Assistant Operator had passed the 18-month written and simulator tests. The Committee also discussed that provisional appointments of employees with much less experience and qualifications than the Assistant Operator have been made in the past. In addition, in reviewing the System Operator Training Program, the Committee could not find a prohibition against upgrading an Operator-in-Training temporarily to journeyman status.

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R.W. STALCUP, SECRETARY

Decision

The Committee agreed that based on the Assistant Operator's demonstrated ability and the absence of prebidders in the headquarters to the System Operator position, the upgrade of the Assistant Operator, as provided for in Section D of the Relief Clarification, was appropriate and no violation of the Agreement occurred.

Based on the foregoing, this case is considered closed without adjustment and should be so noted by the Local Investigating Committee.


DAVID J. BERGMAN, Chairman
Review Committee


ROGER W. STALCUP, Secretary
Review Committee

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