

205.7 } Temp upgrade for  
 205.3 } extensive period  
 of time.

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

PACIFIC GAS AND ELECTRIC COMPANY  
 245 MARKET STREET, ROOM 444  
 SAN FRANCISCO, CALIFORNIA 94106  
 (415) 781-4211, EXTENSION 1125

D.J. BERGMAN, CHAIRMAN

- ☐ DECISION  
☐ LETTER DECISION  
☐ PRE-REVIEW REFERRAL

AUG 15 1988

**CASE CLOSED**  
**LOGGED AND FILED**

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East Bay Region Grievance No. 1-2422-86-65  
 P-RC 1152

August 3, 1988

**IBEW**

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

Stephen A. Rayburn, Company Member  
 East Bay Region  
 Local Investigating Committee

Corb Wheeler, Union Member  
 East Bay Region  
 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 5A(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Subject of the Grievance

Company's decision not to fill three Serviceman vacancies in Hayward.

Facts of the Case

The Local Investigating Committee determined that Serviceman vacancies occurring on September 30, 1984, November 17, 1985, and January 20, 1986 were not filled pursuant to Section 205.7 of the Physical Agreement. It was further determined that various Reserve Gas Servicemen in that headquarters have been upgraded continuously to Serviceman from early 1985, and in one case from sometime in 1984, to the present. The record developed also demonstrates that Gas Meter Shop employees were loaned to the Division to assist in the K Regulator Modification Program. The loaned employees worked intermittently in the Division from August 1985 through November 1986.

While documentation could not be provided, it is the Pre-Review Committee's understanding that General Construction Field Regulator Changers also worked in Hayward sometime in 1984 and perhaps 1985. In addition, approximately 12 Field Regulator Changers reported to the Hayward area in June 1988. Special provisions for the loaning of employees to complete the K Regulator Modification Program were negotiated and executed in Letter Agreements 83-100 and 83-127. Both agreements contain language requiring the Company to fully utilize the Servicemen and Reserve Gas Servicemen at any headquarters where loaned employees perform work on the Modification Program.

August 3, 1988

Discussion

The Union argued that Company had demonstrated a need for additional Servicemen through the continued upgrade of the Reserve Gas Servicemen and that the vacancies at issue should be filled. The Union also explained that their position would be the same, even if there were no vacancies.

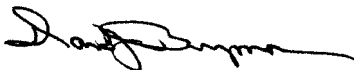
Company pointed out that the Reserve Gas Servicemen upgrades began prior to the vacancies and continued even after the Servicemen vacancies went unfilled and this demonstrated a reduction in workload, so to fill the vacancies could create a lack of work situation. Company further argued that in many locations the Reserve Gas Servicemen have historically been upgraded almost 100% of the time the Union was aware of it and had not complained.

Decision

The Committee agrees to settle this case based on Company's agreement to fill the Servicemen vacancies because of the requirements of Letter Agreement Nos. 83-100 and 83-127. The list of prebidders in effect June 15, 1988 should be utilized to accomplish the job awards.

This resolution is without prejudice to the parties' positions regarding the continual upgrade of Reserve Gas Servicemen and the establishment of additional Serviceman positions. This and other related issues raised do not need to be answered at this time. The parties reserve the right to resolve these issues in future situations, should they occur.

This case is considered closed based on the foregoing and the adjustment contained herein. Such closure should be so noted by the Local Investigating Committee.



DAVID J. BERGMAN, Chairman  
Review Committee

  
ROGER W. STALCUP, Secretary  
Review Committee

MAShort(223-1123):jh

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Pacific Gas and Electric Company

215 Market Street  
San Francisco, CA 94016  
415 973-3425

Richard B. Bradford  
Manager  
Industrial Relations

August 25, 1989



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

Dear Mr. McNally:

Attn: Mr. Darrel Mitchell

Over the last several months, the parties have exchanged written proposals to modify the decision reached in P-RC 1152 concerning the filling of Serviceman positions in Mission Division, East Bay Region.

After giving careful consideration to the Union's proposal dated July 11, 1989 (Letter Agreement R1-89-66-PGE), Company has decided to discontinue seeking a modification to the decision and will fill two Serviceman positions in Hayward utilizing the list of prebidders in effect June 15, 1988 as detailed in the decision. One Serviceman position was previously filled in Livermore with the local concurrence of the parties.

It is currently anticipated that there will be sufficient work for the Hayward Servicemen until early 1990. Thereafter, the provisions of Title 206 may be implemented.

Sincerely,

A handwritten signature in cursive script that reads "Rick B. Bradford".

MAS:dsv