

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

SEP 30 1988

CASE CLOSED
LOGGED AND FILED

RECEIVED SEP 27 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

General Construction Grievances 3-1683-87-45
and 3-1684-87-46
P-RC 1247

September 21, 1988

PHIL G. DAMASK, Chairman
General Construction
Joint Grievance Committee

BARRY J. HUMPHREY, Chairman
General Construction
Joint Grievance Committee

Subject of Grievance

Alleged improper transfer and displacement of Senior Field Clerks.

Facts of the Case

This grievance involves three Senior Field Clerks who were transferred to San Luis Obispo from various Northern California job locations. All three grievants had over 20 years company service. When two of the three grievants reported to San Luis Obispo the least Senior Field Clerk at that location was demoted to the next lower classification of First Field Clerk.

The promotion/demotion area for General Construction Field Clerks is systemwide and includes all GC departments. This means that when a lack of work occurs in Sacramento the least senior clerks are displaced or laid off appropriately regardless of their locations in the system and transfers occur to adjust the workforce to the business needs. Contract Section 301.18 recognizes the department's right to transfer employees at its discretion in order to perform the work assigned. Further, such transfers can be made without regard to seniority.

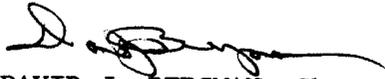
Discussion

Union members of the committee opined that clerks with less service than the grievant who worked near the grievant's job location should have been transferred these long distances with the grievants allowed opportunities to work closer to their residence area. Union further stated that it is an injustice that company transfer these long service clerks half way across the state while less service clerks remain at their job location.

Company members pointed out that no evidence of a contractual violation has been presented and maintained that all transfers and demotions were proper. Further, the company maintains that it has the right to assign employees where the work dictates and may take into consideration those employees' skills and performance. Company further stated that transfers of this nature are rare and this situation occurred due to the closing of several General Foreman offices and resulting reassignment of work.

Decision

The committee finally agreed that no contractual violations occurred. Based on the above, this case is closed and such closure should be noted in the minutes of the Joint Grievance Committee minutes.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER M. STALCUP, Secretary
Review Committee

MAShort(223-1123):jh