



PACIFIC GAS AND ELECTRIC COMPANY
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 SAN FRANCISCO, CALIFORNIA 94177
 (415) 973-8510

RICK R. DOERING, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

REVIEW COMMITTEE

OCT 19 1993

**CASE CLOSED
 LOGGED AND FILED**

RECEIVED OCT 18 1993

REVISED P-RC DECISION

September 13, 1993

Pre-Review Committee File No. 1623
 ENCON Grievance No. 3-2202-91-27

KEN LEWIS
 Chairman, ENCON
 Joint Grievance Committee

BARRY HUMPHREY
 Chairman, ENCON
 Joint Grievance Committee

Grievance Issue:

The Company is not maintaining a 4% differential between the highest classification supervised.

Facts of the Case:

Currently, in the Insulating and Coating Department in Station Department, Working Foreman "C's" are reporting to Subforeman "B's". Difference in pay between the two classifications is 2.6%. The note in Exhibit X of the Agreement for Subforeman states that a 4% differential will be maintained between the Subforeman and the highest classification supervised.

Discussion:

Company argued that the Subforeman and Working Foreman were working independently of each other and that the differential should not be an issue. Further argument was that the line of progression limits the pay and it would be inappropriate to have a Working Foreman "C" reporting to a Subforeman "B".

304.1 -Per Exhibit X,
 Exhibit X Sub/Wkg Frmn is to
 be paid 4% over
 /highest craft
 /supervised.

IBEW



INTERNATIONAL BROTHERHOOD OF
 ELECTRICAL WORKERS, AFL-CIO
 LOCAL UNION 1245, I.B.E.W
 P.O. BOX 4790
 WALNUT CREEK, CALIFORNIA 94596
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 R.W. STALCUP, SECRETARY

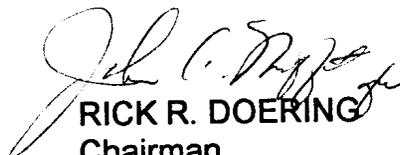
Union argued that the language is clear and unambiguous in Exhibit X of the agreement and requires a 4% differential. The record supports the fact that the Working Foreman "C's" were receiving guidance and direction from the Subforeman "B's" and are entitled to the pay difference of 4%.

Disposition:

After a lengthy discussion around the appropriateness of the differential and the facts supplied in supplemental LIC reports, the Committee agreed to settle the case as follows:

Those Subforeman "B's" who were supervising or had Working Foreman "C's" reporting to them should be upgraded to top step of Working Foreman "A" thirty days prior to the filing of the grievance. Working Foreman "A" should also be added to the Lines of Progression for the Insulating and Coating Department with a note "Only to be used when supervising or directing the work of a Working Foreman "C".

This case is closed without further adjustment.


RICK R. DOERING
Chairman
Review Committee


ROGER W. STALCUP
Secretary
Review Committee

JAMoffat:sy