

304.5 -Temp upgrade for  
Material Handler  
performing duties  
of Field Clerk.



## REVIEW COMMITTEE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
201 MISSION STREET, 1513A  
SAN FRANCISCO, CALIFORNIA 94105  
(415) 973-1125

MAY - 7 1993

**CASE CLOSED  
LOGGED AND FILED**

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

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

RECEIVED MAY - 4 1993

April 7, 1993

Pre-Review Committee File No. 1644  
ENCON Grievance No. 3-2320-92-26

Bill McLoughlin  
Chairman, ENCON  
Joint Grievance Committee

Barry Humphrey  
Chairman, ENCON  
Joint Grievance Committee

### Grievance Issue

Material Handler performing the work of a Field Clerk without upgrade.

### Facts of the Case

The grievant was hired a Materialsman in October of 1990, laid off December of 1990, and rehired January 1991 as a Material Handler.

The grievant's function was shipping and receiving. A First Field Clerk performed data entry and Invoice System. May 1991, the First Field Clerk was transferred out and the grievant was given his assignment. January 1992, the grievant was transferred back to shipping and receiving where her skills could be better utilized and was replaced by a First Field Clerk.

### Discussion

Union argued that the employee should be upgraded to First Field Clerk due to Field Clerk automatic progression in accordance with Sections 304.1 and 304.2.


P-RC File No. 1644  
ENCON Grievance No. 3-2320-92-26  
Page 2


Company agreed to staff the position at the Facility with a Field Clerk classification. In this case, the Material Handler makes more than Routine Field Clerk and no upgrade pay is required.

Disposition

Given the current staffing levels and reorganization at this time, the Committee agreed to an equity settlement without prejudice as follows: Pay the grievant Darlene Harsh the six month step of First Field Clerk at the time from the period beginning May 1991 and ending when she left the Substore January 1992.

This case is closed.

  
David Bergman, Chairman  
Review Committee

 4/27/93  
Roger Stalcup, Secretary  
Review Committee