



REVIEW COMMITTEE



IBEW

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PACIFIC GAS AND ELECTRIC COMPANY
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P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-8510

**CASE CLOSED
FILED & LOGGED**

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060
R.W. STALCUP, SECRETARY

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

REVIEW COMMITTEE DECISION

- Central Coast Division Grievance No. CCH-94-22
- DeAnza Division Grievance No. DEA 94-1
- DeAnza Division Grievance No. DEA 94-3
- DeAnza Division Grievance No. DEA 94-5
- DeAnza Division Grievance No. DEA 94-6
- DeAnza Division Grievance No. DEA 94-7
- DeAnza Division Grievance No. DEA 94-9
- Diablo Division Grievance No. CON-94-8
- Diablo Division Grievance No. CON 94-36
- Diablo Division Grievance No. CON 94-37
- Diablo Division Grievance No. CON 94-38
- Diablo Division Grievance No. CON 94-39
- Diablo Division Grievance No. CON 94-40
- Diablo Division Grievance No. CON 94-52
- Diablo Division Grievance No. CON 94-53
- Diablo Division Grievance No. CON 94-54
- Diablo Division Grievance No. CON 94-55
- Diablo Division Grievance No. CON 94-56
- Diablo Division Grievance No. CON 94-57
- Diablo Division Grievance No. CON-94-99
- East Bay Division Grievance No. OAK -94-28
- East Bay Division Grievance No. OAK -94-29
- East Bay Division Grievance No. OAK -94-30
- East Bay Division Grievance No. OAK -94-31
- East Bay Division Grievance No. OAK -94-33
- East Bay Division Grievance No. OAK -94-34
- East Bay Division Grievance No. OAK -94-37
- East Bay Division Grievance No. OAK -94-38
- East Bay Division Grievance No. OAK -94-32
- Los Padres Division Grievance No. SLO -94-22
- Los Padres Division Grievance No. SLO -94-18
- Mission Division Grievance No. HAY-94-29
- Mission Division Grievance No. HAY-94-37
- Mission Division Grievance No. HAY-94-10
- Mission Division Grievance No. HAY-94-11

Mission Division Grievance No. HAY-94-13
Mission Division Grievance No. HAY-94-14
Mission Division Grievance No. HAY-94-16
Mission Division Grievance No. HAY-94-18
Mission Division Grievance No. HAY-94-12
Mission Division Grievance No. HAY-94-36
Mission Division Grievance No. HAY-94-44
North Bay Division Grievance No. SNR-94-03
North Bay Division Grievance No. SNR-94-15
North Bay Division Grievance No. SNR-94-12
North Coast Division Grievance No. STR-94-16
North Coast Division Grievance No. STR-94-17
North Coast Division Grievance No. STR-94-40
North Valley Division Grievance No. CHI-94-17
North Valley Division Grievance No. CHI-94-19
North Valley Division Grievance No. CHI-94-21
North Valley Division Grievance No. CHI-94-33
North Valley Division Grievance No. CHI-94-34
North Valley Division Grievance No. CHI -94-18
North Valley Division Grievance No. CHI -94-20
Nuclear Power Division Grievance No. NPG-616-94-049
Nuclear Power Division Grievance No. NPG-618-94-051
Oakland Division Grievance No. OAK-94-35
Oakland Division Grievance No. OAK-94-36
Oakland Division Grievance No. OAK-94-37
Peninsula Division Grievance No. BEL-94-14
Peninsula Division Grievance No. BEL-94-15
Peninsula Division Grievance No. BEL-94-16
Peninsula Division Grievance No. BEL-94-17
Peninsula Division Grievance No. BEL-94-18
Peninsula Division Grievance No. BEL-94-19
Peninsula Division Grievance No. BEL-94-20
Peninsula Division Grievance No. BEL-94-22
Peninsula Division Grievance No. BEL-94-23
Peninsula Division Grievance No. BEL-94-24
Peninsula Division Grievance No. BEL-94-25
Peninsula Division Grievance No. BEL-94-26
Peninsula Division Grievance No. BEL-94-27
Peninsula Division Grievance No. BEL-94-31
Peninsula Division Grievance No. BEL-94-35
Peninsula Division Grievance No. BEL-94-50
Sacramento Division Grievance No. SAC-94-24(a)
Sacramento Division Grievance No. SAC-94-24
San Francisco Division Grievance No. SFO-94-13
San Francisco Division Grievance No. SFO-94-15
San Francisco Division Grievance No. SFO-94-18
San Francisco Division Grievance No. SFO-94-19
San Francisco Division Grievance No. SFO-94-27
San Francisco Division Grievance No. SFO-94-31
San Francisco Division Grievance No. SFO-94-34

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San Francisco Division Grievance No. SFO-94-39
San Francisco Division Grievance No. SFO-94-46
San Francisco Division Grievance No. SFO-94-29
San Francisco Division Grievance No. SFO-94-32
San Francisco Division Grievance No. SFO-94-35
San Francisco Division Grievance No. SFO-94-40
San Francisco Division Grievance No. SFO-94-41
San Francisco Division Grievance No. SFO-94-44
San Francisco Division Grievance No. SFO-94-51
San Joaquin Division Grievance No. FRO-94-14
San Joaquin Division Grievance No. FRO-94-33
San Jose Division Grievance No. SJO-94-6
San Jose Division Grievance No. SJO-94-20
San Luis Obispo Division Grievance No. SLO-94-5
San Luis Obispo Division Grievance No. SLO-94-8
San Luis Obispo Division Grievance No. SLO-94-21
Sierra Division Grievance No. AUB-94-13
Sierra Division Grievance No. AUB-94-14
Sierra Division Grievance No. AUB-94-15
Sierra Division Grievance No. AUB-94-16
Sierra Division Grievance No. AUB-94-19
Sierra Division Grievance No. AUB-94-22
Sierra Division Grievance No. AUB-94-23
Sierra Division Grievance No. AUB-94-24
Sierra Division Grievance No. AUB-94-29
Sierra Division Grievance No. AUB-94-41
Sierra Division Grievance No. AUB-94-48
Sierra Division Grievance No. AUB -94-30
Sierra Division Grievance No. AUB-94-45
Stockton Division Grievance No. STKN-94-2
Yosemite Division Grievance No. MER-94-10
Yosemite Division Grievance No. MER-94-12
Yosemite Division Grievance No. MER-94-13
Yosemite Division Grievance No. MER-94-14
Corporate Services Grievance No. VPC-94-7

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The above referenced grievances were referred to a Title 206/19 subcommittee for resolution. All the grievances concern disputes arising out of the Company's application of Title 206/19. The grievance issues fall into two general categories. The first involves the 'compression' of displacement options. The second involves the affect a systemwide displacement has on employees' ability to be placed in a demotion area option (206.6 (a)) when more junior demotion unit (206.6(b)) or system options (206.6(c)) are available.

In Arbitration Case No. 201, it was determined that the method in which the Company administered Title 206 did not constitute a violation of the Labor Agreement. In light of that conclusion, the subcommittee examined the 206/19 assignments of the grievants in the above referenced grievances to determine if the specific assignments were appropriate. The Committee reached the following settlements:

East Bay Division Grievance No. OAK-94-28, OAK-94-29, OAK-94-30, OAK 94-31
OAK 94-33, OAK 94-34, OAK-94-38

Facts of the Case

This case concerns the Title 206 placement of 7 grievants. The details are as follows:

<u>Name</u>	<u>Hire Date</u>	<u>206 Assignment</u>	<u>Prioritization</u>
Brown	2/20/92	U.W.-DC-Richmond	#14
Mitchell	6/3/85	U.W.-DC-Richmond	#14
Mathis	1/11/71	Janitor-SF	#29
Bennett	5/13/91	U.W.-DC-Antioch	#48
Asche	9/30/83	Trav. U.W-Pittsburg	#12
Thomas	3/12/91	U.W.-DC-Oakland	#24
Lamperti	5/15/68	Fieldman-Richmond	#1

The Committee reviewed the placement of each grievant and the disposition of their higher prioritized options. The Committee determined that all their options were either compressed or were assigned to more senior employees, or were positions for which they were not qualified.

Decision

The placement of the grievants under Title 206 did not constitute a violation of the Labor Agreement. This case is closed without adjustment.

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On this basis, this case is considered closed.

Any questions regarding the above cases should be directed to this committee.

Doug Veeder 1/10/95
Doug Veeder Date
Company Member

Ken Ball 1-10-96
Ken Ball Date
Union Member

Bruce A Tison 1/10/96
Bruce Tison Date
Company Member

Sam Tamimi 1/10/96
Sam Tamimi Date
Union Member