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**INDUSTRIAL RELATIONS**

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**Review Committee File No. 521**  
**North Bay Division Grievance No. 4-63-17**

RECEIVED  
JUN 4 1964  
ELECTRICITY DIVISION

**June 4, 1964**

**MR. D. K. STUART, Chairman**  
**North Bay Division**  
**Joint Grievance Committee**

The Union has recently informed the Company members of the Review Committee that the above subject grievance has been withdrawn from the agenda of the Review Committee. We are attaching a copy of the Union's letter for your information.

It will be in order for you to note in the minutes of your next Division Joint Grievance Committee meeting that this case is considered closed.

**L. V. BROOKS, Chairman**  
**Review Committee**

**LVB:RS**  
**Attach.**

**cc: VJThompson**  
**EFBibley**  
**CLYager**  
**ESDay**  
**LMitchell**

June 3, 1964

Mr. L. V. Brown, Chairman  
Review Committee  
Pacific Gas & Electric Company  
245 Market Street  
San Francisco 6, California

Dear Mr. Brown:

Union is withdrawing Review Committee File No. 521 (North Bay Division Grievance No. 4-63-17) from the active file.

Controversies of the nature involved in R. C. #521 can best be resolved where the positions of individuals are not established and discussions can be limited to the principles involved. We believe the Division in this case to have exceeded its rights when it refused to test the grievant. Arbitrary actions by one party to the Agreement prior to discussion of the problem are not conducive to a just settlement. When it is later discussed, such actions are often interpreted as a challenge, undermine relationships, and make a dispute impossible to resolve jointly by the parties at any level.

Fortunately, agreement has been reached between the Union and Company regarding procedures for testing of employees bidding from the General Construction department into the several divisions of the Company and the issue in R. C. #521 is resolved. We, therefore, see no point in pursuing this case further. The case is being withdrawn and will be considered closed.

We would, however, urge that in the future, matters such as this be resolved through joint discussions of the parties rather than through an issue being drawn by unilateral action of only one party to the Agreement.

Very truly yours,

L. L. Mitchell, Secretary  
Review Committee

LLM:do  
cc: MFleming  
RWFields