

REVIEW COMMITTEE**PG and E****IBEW** 

PACIFIC GAS AND ELECTRIC COMPANY
 245 MARKET STREET, ROOM 444
 SAN FRANCISCO, CALIFORNIA 94106
 (415) 781-4211, EXTENSION 1125

CASE CLOSED
LOGGED AND FILED

SEP 17 1982

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

REVIEW COMMITTEE DECISION

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL
- Comptrollers Grievance No. 22-265-82-4
 Review Committee File No. 1539-82-9

Subject of the Grievance

This case concerns temporary upgrades to the Senior Accounting Clerk I classification in the Invoice Unit, Accounts Payable Section, Disbursement Accounting Department of the V.P. & Comptroller's Department.

Discussion

In this unit, a unique situation has occurred as a result of the Agreement between the parties during the 1979/1980 negotiations to remove all reference to "RWV" (review when vacant) from clerical classifications until a mutually acceptable job evaluation system is developed. In the interim, all jobs formerly designated RWV, if filled on a temporary or permanent basis, would be at the higher designated classification. The Invoice Unit is comprised of one Senior Accounting Clerk II, five Senior Accounting Clerks I, eight Accounting Clerks and two Utility Clerks. The Senior Accounting Clerks I and the Accounting Clerks perform exactly the same work. In fact, they go to a common table where the work is stacked, take a bundle, work it and return for another bundle.

Utility Clerks were sometimes upgraded to Accounting Clerk when there was an insufficient complement of Accounting Clerks and Senior Accounting Clerks I present to process the necessary amount of work. Even if one or more Senior Accounting Clerks I were absent, an Accounting Clerk was not upgraded to Senior because both classifications perform common work. In this situation, it is not possible to differentiate between the work of a Senior I and an Accounting Clerk.

Decision

As a means of resolving this case, the Review Committee agreed that a minimum of two Senior Accounting Clerks I will be maintained at all times. In each instance, where a Utility Clerk is upgraded to Accounting Clerk and a Senior Accounting Clerk I is absent, an Accounting Clerk will be

upgraded to Senior I. This would be over and above the minimum of two Senior Accounting Clerks I, but no more than five Senior's.

This agreement is limited in its application to the Invoice Unit, Accounts Payable Section. This case is closed.

FOR COMPANY:

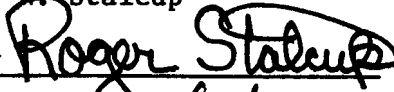
L. C. Beanland
F. C. Buchholz
J. B. Stoutamore
D. J. Bergman

By 

Date 8-26-82

FOR UNION:

G. W. Abrahamson
W. H. Burr
P. Pelucca
R. W. Stalcup

By 

Date 8/26/82