

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

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INTERNATIONAL BROTHERHOOD OF
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 R.W. STALCUP, SECRETARY

CASE CLOSED OCT 31 1983
LOGGED AND FILED

D.J. BERGMAN, CHAIRMAN

REVIEW COMMITTEE DECISION

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

San Jose Division Grievance No. 8-726-82-93
 Review Committee File No. 1552-83-5

Subject of the Grievance

This case concerns the alleged bypass of two Santa Cruz Linemen to two Line Subforemen vacancies in Santa Cruz.

Facts of the Case

On July 2, 1982, two Line Subforemen vacancies were awarded to two employees junior to the grievants. Neither of the grievants had prebids on file at the time of the job award or eight days prior to the award, although both had been on a yellow tag temporary upgrade to Line Subforeman continuously since 1981. Grievant Johnson's prebid was submitted on May 28, 1981; grievant Moseley's prebid was submitted April 8, 1981. The Prebid Drop Listings of April 30, 1982 and March 5, 1982 showed that the grievant's prebids would be cancelled effective May 28, 1982 and April 8, 1982 respectively. Grievant Johnson had a change of residence approximately one year prior to the job award. However, his address of record (Employee Mailing Address Tag, 62-4168) was for a residence he had not lived in for approximately 20 months prior to the job award.

Both grievants testified that they did not receive the notices informing them of the impending expiration of their prebids.

Discussion

Subsection 205.4(g) of the Agreement reads in part:

"Prebids are valid for a period of one year from the date of receipt or until such time as the employee changes classification and/or headquarters, or until such time as the employee rejects an appointment to the classification and headquarters (and shift, if appropriate) on which the prebid was made. Company will notify an employee of the cancellation of any such employee's prebids. Cancellations shall be effective as follows: (1) At the expiration of one year from the date of the prebid and after 15 calendar days' advance notice from Company..."

In reviewing this language, the Committee noted that this Subsection was last amended on January 1, 1980. An administrative procedure was established whereby notice of prebid cancellation would be sent to the last address of record. This procedure was reviewed and accepted by the Union prior to its implementation. The procedure provides that concurrent with the printing of the Bid Drop Listing,

postcards are printed and mailed to the employees. The record developed by the Local Investigating Committee confirms that the administrative guidelines were followed in this instance. Therefore, the Review Committee must assume that the notices were mailed.

The Review Committee also discussed the provisions of San Jose Division Standard Practice 210.3-1, Employees Mailing Address, particularly Paragraphs 6a and 9, which state that supervisors should impress upon employees the importance of keeping the Company informed of any change in mailing address; and further it is the supervisor's responsibility to see that new forms are completed when there is a change. The record indicates that on-call cards (emergency overtime) are updated regularly. Grievant Johnson's on-call card reflected two previous address changes, however, Form 62-4168 was not updated. The Committee noted that a prebid cancellation notice is mailed to the address recorded on the most recent Employee Mailing Address Tag. If an employee has changed his mailing address and a revised tag has not been submitted, the notice will be mailed to the former address.


Decision

The Review Committee is in agreement that a contractual violation did not occur, that the vacancies were properly awarded pursuant to the provisions of Title 205 and that no bypass occurred.

This case is closed without adjustment.

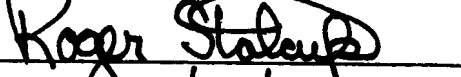
FOR COMPANY:

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

By 
 Date 10-27-83

FOR UNION:

- R. L. Choate
- R. Friend
- P. Nickeson
- R. W. Stalcup

By 
 Date 10/27/83