

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

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

RECEIVED JUL 10 1986

REVIEW COMMITTEE DECISION

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Golden Gate Region Grievance No. 2-1028-84-128
 Review Committee File No. 1635-86-6

Subject of the Grievance

This case involves denial of temporary upgrade from Service Representative to Senior Meter Reader.

Facts of the Case

In San Francisco there are five Senior Meter Readers; four begin work at 7:30 a.m., and one begins at 7:00 a.m. All Service Representatives begin work at 8:00 a.m. (except four who begin at 9:00 a.m.). Unless a Senior Meter Reader position was vacated for five days or more, Company would bypass a Service Representative even though the Service Representative may have been the senior qualified prebidder.

Discussion

Subsection 18.3(a) states:

"Whenever a vacancy occurs in any job classification, Company may temporarily fill it by assignment. In making temporary assignments to fill job vacancies, other than vacancies in beginner's classifications, Company shall first consider regular full-time employees at the headquarters in which the job vacancy exists in the order of their preferential consideration under Section 18.8. The foregoing shall apply whether or not the vacancy is one which must be filled on a regular basis."

The Committee discussed various reasons why the Company believed that, unless the temporary assignment was for five or more days, Service Representatives should not receive the upgrade to Senior Meter Reader. The Committee was able to overcome the Company's concerns except in the situation where the Senior Meter Reader's absence is unscheduled or unanticipated and where there is a difference in the starting times of the Senior Meter Readers and the Service Representatives, as in the case at hand.

Decision

The Committee agreed that Service Representatives are entitled to temporary upgrades to Senior Meter Reader even if the period of absence is less than five days (assuming that such Service Representative is the senior qualified prebidder). However, if the Senior Meter Reader's absence was not known in advance and the regular work hours of the Senior Meter Reader and the

Service Representative are not the same, then the Service Representative would not be utilized on the first day of such absence. If, for example, the Senior Meter Reader calls in sick and is unsure whether or not he or she will be at work the next following day, it may result in the Service Representative not being utilized a second or more days. However, supervisors should attempt to elicit specific information from the absent Senior Meter Reader related to the anticipated length of the absence. On the other hand, if the Senior Meter Reader is absent on prescheduled time off, such as vacation, holiday, jury duty, etc., the senior qualified prebidder is entitled to upgrade on the first day of absence.

In those situations where the Senior Meter Reader and the senior qualified prebidder have the same starting time, Section 18.3 entitles the prebidder to the upgrade on the first day of absence of the Senior Meter Reader.

The foregoing provisions apply only to those temporary vacancies which Company elects to fill by temporary assignment.

This case is considered closed. Determination of adjustment, if any, is referred back to the Local Investigating Committee with the Review Committee retaining jurisdiction if the Local Investigating Committee is unable to agree.

FOR COMPANY:

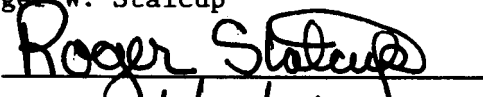
Norman L. Bryan
Floyd C. Buchholz
Robert C. Taylor
David J. Bergman

By 

Date 7-3-86

FOR UNION:

Patrick S. Nickeson
Fred H. Pedersen
Arlis Watson
Roger W. Stalcup

By 

Date 6/26/86