



# REVIEW COMMITTEE

13.7(c) - Defines qualifications for automatic progression from Repro Opr B to A.

## IBEW



PACIFIC GAS AND ELECTRIC COMPANY  
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SAN FRANCISCO, CALIFORNIA 94106  
(415) 973-1125

NOV - 8 1990

**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

D.J. BERGMAN, CHAIRMAN

RECEIVED NOV - 8 1990

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

### REVIEW COMMITTEE DECISION

Distribution - Human Resources Grievance No. 46-69-88-7  
Review Committee File No. 1688-89-13

#### Subject of the Grievance

This case concerns progression from Reprographic Operator B to Reprographic Operator A.

#### Facts of the Case

The grievant transferred to Reprographic Operator B on August 4, 1986 at the 30 month wage step. He reached the top of the rate, 42 months, one year later. A Payroll Change Tag reclassifying the grievant to Reprographic Operator A was prepared effective February 4, 1988. That tag was cancelled on February 25, 1988 because Company did not believe the grievant had the qualifications for automatic progression at that time.

#### Discussion

This case has been discussed at length at various steps in the grievance procedure, as well as, by an Ad Hoc Committee. There is no dispute that progression to Reprographic Operator A is automatic, however, the debate is over the language in Exhibit A which states:

"Progression to Reprographic Operator A is automatic when qualifications have been met." (Emphasis added)

The Union stated that during negotiations, they proposed progression at the top of the wage rate and that Company proposed time in classification plus testing. The result was the above language but there is no clear explanation of when qualifications have been met, nor are there any agreed to tests.

For some years, employees were assigned to operate different pieces of equipment but that practice has been reduced.

The Review Committee also reviewed Letter Agreements 89-42 and 89-16. Letter Agreement 89-42 provides that Reprographic Operators B who have held the classification for more than 18 months are considered to be above-entry and not subject to being displaced resulting from the application of Section 19.6 of the Agreement.

Decision

The Review Committee agrees that "qualifications have been met" when an employee has been at the top of the Reprographic Operator B rate for at least six months and has held the classification at least 24 months. Such employees shall then be reclassified to Reprographic Operator A.

The grievant shall be reclassified to Reprographic Operator A retroactive to August 4, 1988.

Further, the Review Committee strongly urges the development of a training program.

FOR THE COMPANY:

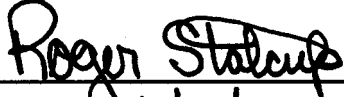
William J. Eddy  
Rodney J. Maslowski  
Ronald A. Morris  
David J. Bergman

By 

Date 11-1-90

FOR THE UNION:

Pete S. Nickeson  
Fred H. Pedersen  
Arlis L. Watson  
Roger W. Stalcup

By 

Date 10/25/90