

RC 1714

MEMORANDUM OF DISPOSITION

RECEIVED JUN - 6 1994

FACT FINDING COMMITTEE CASE NO. 4886-90-218
MISSION DIVISION GRIEVANCE NO. EB-MI-36-92-90-64-18

The Fact Finding Committee reviewed this case and settled it pursuant to the directions of Review Committee Case No. 1714-91-2. That is, on the basis of Item 1 of the CDLA clarification letter dated January 30, 1991, Company has the right to establish the mix of CDLA designated classifications at a headquarters.

Ken Ball Concur/~~Dissent~~ 5-30-94
Ken Ball, Union Member Date

Dean Gurke Concur/~~Dissent~~ 6-6-94
Dean Gurke, Union Member Date

Laura Sellheim Concur/~~Dissent~~ 5-25-94
Laura Sellheim, Company Member Date

Kathy Price Concur/Dissent 5-20-94
Kathy Price, Company Member Date

204.4 } Cable Splicer excluded
612.2 } from CDLA consideration
at HQ.



REVIEW COMMITTEE



APR 12 1991

PACIFIC GAS AND ELECTRIC COMPANY
215 MARKET STREET, ROOM 916
SAN FRANCISCO, CALIFORNIA 94106
(415) 973-1125

**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

D.J. BERGMAN, CHAIRMAN

RECEIVED APR 10 1991

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Mission Division Grievance No. EB-MI-36-92-90-64-18
Review Committee File No. 1714-91-2
Ad Hoc 91-20

This case concerns an allegation that Company inappropriately denied employees in the Cable Splicer classification in Hayward the opportunity to volunteer for the CDLA. It was referred to an ad hoc committee established by letter dated January 30, 1991.

The ad hoc committee agreed to refer the case back to Fact Finding for settlement on the basis of Item 1 of the CDLA clarification letter dated January 30, 1991. That is, Company has the right to establish the mix of CDLA designated classifications at a headquarters.

David Bergman
David Bergman, For the Company

Concur/~~Dissent~~

4-9-91
Date

Rick Doering
Rick Doering, For the Company

Concur/~~Dissent~~

4/9/91
Date

Darrel Mitchell
Darrel Mitchell, For the Union

Concur/~~Dissent~~

4-9-91
Date

Roger Stalcup
Roger Stalcup, For the Union

Concur/~~Dissent~~

4/9/91
Date



January 30, 1991

Mr. Darrel Mitchell
IBEW, Local 1245
P. O. Box 4790
Walnut Creek, CA 94956

Dear Mr. Mitchell:

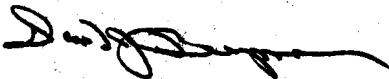
The following is Company's understanding of our discussion on January 16, 1991 concerning the application of various provisions of Letter Agreement 90-113 (CDLA).

1. Company has the right to change the mix of CDLA designated classifications at a headquarters.
2. When filling a CDLA vacancy, Company shall first solicit volunteers from within the headquarters from all designated classifications. If there are no qualified volunteers from within the designated classifications in the headquarters, the position will then be filled as a CDLA job via Title 205. If there are qualified volunteers from the designated classifications in the headquarters, the senior qualified volunteer will be designated as a CDLA and the original vacancy will be filled through Title 205 as a non-CDLA position. As an example, a headquarters may have a vacant Electric Crew Foreman-CDLA position. If the CDLA designated classifications in that headquarters are Electric Crew Foreman and Lineman, qualified volunteers from those two classifications will be solicited. If a Lineman is the senior qualified volunteer, the CDLA designation moves to that Lineman's position and the Electric Crew Foreman vacancy is filled without the CDLA designation through Title 205.
3. It was previously agreed that it is the intent of the CDLA agreement that Title 206 shall not be applied at a headquarters as a result of insufficient volunteers at the headquarters once the minimum 125% complement has been met. It was further agreed that once the 125% complement has been met, employees can not be bypassed pursuant to Section 205.11 for CDLA vacancies. If, in the scenario described in number 2 above, there were no qualified volunteers from within the headquarters for the CDLA designation, the Crew Foreman vacancy would be filled through Title 205 as a CDLA position if the 125% complement has not been met or if the senior prebidder is qualified and volunteers for the CDLA designation.

Mr. Darrel Mitchell
January 30, 1991
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4. The 125% minimum may be adjusted by agreement between the parties where exceptions are demonstrated by individual headquarters or departments.
5. Employees must submit prebids for both CDLA and non-CDLA designated classifications if they wish to be considered for vacancies in those classifications. This is not applicable for an employee's own classification and headquarters. For example, a Lineman need not prebid Lineman-CDLA in his headquarters for consideration for the CDLA position as it will be filled in accordance with number 2 above.
6. Company will post all current CDLA classifications and headquarters in the system for information purposes only.
7. Subsequent new CDLA classifications will be posted as new jobs in the headquarters pursuant to Subsection 205.4(h).
8. A standing committee to resolve CDLA grievances referred from Fact Finding will be established consisting of Dave Bergman and Rick Doering for the Company, and Darrel Mitchell and Roger Stalcup for the Union.

Sincerely,



David J. Bergman

DJB(973-1125):nj