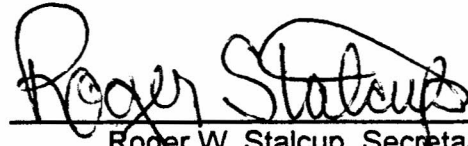


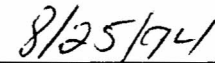
The Ad Hoc Committee is returning these cases to the Review Committee for discussion of reasonable accommodation.



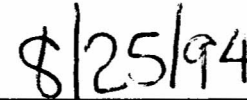
John A. Moffat, Chairman
Review Committee



Roger W. Stalcup, Secretary
Review Committee



Date



Date

SAR(583-4281):mh

206.15 & 306 -Empl who loses driver's license
shud be reviewed on a case by case basis for
reasonable accomodation before being demoted.



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
201 MISSION STREET, ROOM 1508
MAIL CODE P15B
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-8510

SEP - 1 1994

**CASE CLOSED
LOGGED AND FILED**

RECEIVED AUG 25 1994

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060
R.W. STALCUP, SECRETARY

RICK R. DOERING, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

General Construction Grievance No. 3-2057-90-2
(San Francisco Division)

General Construction Grievance No. 3-2166-90-111
(East Bay Division)

RC 1719

Yosemite Division Grievance No. YOS-91-4

RC 1744

Ad Hoc 92-1

GEORGE TRESSA, Company Member
East Bay Division
Local Investigating Committee

JANE BRUNNER, Union Member
East Bay Division
Local Investigating Committee

CHARLENE PICKUS, Company Member
San Francisco Division
Local Investigating Committee

FRANK SAXSENMEIER, Union Member
San Francisco Division
Local Investigating Committee

GLORIA HERRERA, Company Member
Yosemite Division
Local Investigating Committee

FRANK HUTCHINS, Union Member
Yosemite Division
Local Investigating Committee

Subject of Cases:

These cases concern the demotion of employees due to the loss of their California's driver license.

Discussion:

These cases were referred to the Drivers License Ad Hoc Committee. The Committee discussed these cases in conjunction with negotiations on licensing requirements for all IBEW represented classifications.

The Ad Hoc Committee determined that employees who lose their license temporarily should be reviewed on a case by case basis for reasonable accommodation.