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MEMO

TO: DARREL MITCHELL, IBEW, LOCAL 1245
 FROM: DORIS SPINGOLA, PG&E
 DATED: 10/13/93

RE: CLARIFICATION OF SECTIONS 19.5 AND 206.5

 The question of whether an employee can return to any classification in the last previous line of progression has not been specifically addressed in the clarifications of Title 19 or Title 206.

The language of the contract states that an employee (under certain circumstances):

...may, if such employee has previously worked for at least six months in any other classification in another Line of Progression in Company, elect to displace that employee in such classification and Line of Progression in the employee's Demotion Area who has the least Service.

Following is my understanding of the discussions held between the Parties:

An employee would have an option to return to the classification held immediately prior to entering the current classification, if the employee held the classification on a permanent basis for a cumulative period of six months.

The employee would have options first within the demotion area (19.5(a) or 206.5(a) and then within the demotion unit 19.5(b) or 206.5(b).

If the employee cannot displace into such a classification within the demotion area, because of seniority or qualifications, the employee would then be given the option of displacing into the classification held immediately prior, if the employee held the classification on a permanent basis for a cumulative period of six months. The employee would continue to attempt to displace into an eligible classification in that same line of progression. If the employee is unable to do so, the employee would then have the same options within the demotion unit.

EXAMPLE #1:

Employee's Job History:

10/23/92 to current	-	Regional Gas Control Operator
7/13/87 to 10/23/92	-	Gas Serviceman
9/12/85 to 7/13/87	-	Service Operator
11/29/83 to 9/12/85	-	Gas Serviceman
5/17/80 to 11/19/83	-	Relief Gas Serviceman
3/22/80 to 5/17/80	-	Meter Reader
5/17/79 to 3/22/80	-	Utility Clerk
10/29/78 to 5/17/79	-	Meter Reader

The employee's Section 206.5 option would be to Gas Serviceman because the employee held the classification for at least six months and that was the classification held immediately prior to entering the Regional Gas Control Operator line of progression.

Memo on Clarification of Sections 19.5 and 206.5 of the Clerical and Physical Agreements
Dated: 10/13/93

EXAMPLE #1 (continued):

The employee would attempt to exercise the option to return to Gas Serviceman in the Demotion Area, as outlined in 19.5(a) or 206.5(b) and if the employee cannot exercise that option because of qualifications or seniority, the employee would then have the option to return to Service Operator, Relief Gas Serviceman, and Meter Reader*, in that order, within the demotion area, since all of these classifications are in the Gas Service Line of Progression and the employee held each of the classifications for the minimum period required in accordance with 19.5 and 206.5 (not less than a cumulative of six months).

If the employee is not able to exercise an option within the demotion area, the same sequence would be utilized within the demotion unit as outlined in 19.5(b) or 206.5(b).

*Meter Reader is in the Gas Service line of Progression

EXAMPLE #2:

Employee's Job History:

11/29/92 to current	-	Fitter
7/14/92 to 11/19/92	-	Un. Fitter
1/14/89 to 7/14/92	-	Appr. Fitter
3/22/92 to 7/14/92	-	T&D Driver
12/15/87 to 3/22/92	-	Groundman

The employee's last previous line of progression is Electric T&D, however the classification held immediately prior to entering the current line of progression is T&D Driver and the employee held the classification for less than six months. T&D Driver is not an option. The employee would therefore be given the option of Groundman.

JMS
DMA → 10/15/93