

REVIEW COMMITTEE

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94108
(415) 781-4211, EXTENSION 1125

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

North Bay Division Grievance Nos. 4-40-76-40
4-41-76-41 and 4-49-76-49
P-RC 240, 241 and 242
Displacement of Helpers

IBEW 

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6080
L.N. FOSS, SECRETARY

August 20, 1976

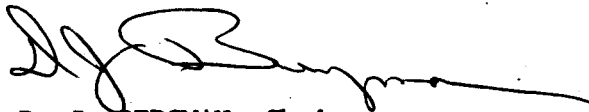
MR. W. H. MOORE, Chairman
North Bay Division
Joint Grievance Committee

The above-subject grievances have been discussed by the Pre-Review Committee prior to their docketing on the agenda of the Review Committee and are being returned to the Division for settlement in accordance with the following:

The grievances concern the displacement of three Gas Helpers -- two from San Rafael and one from Petaluma -- to Vallejo as Gas Helpers due to a lack of work. The grievants are alleging that they were displaced without just or sufficient cause. The Joint Statement of Facts indicates that recent studies of workload and backlog of work indicated that Marin District as well as Petaluma could more efficiently perform its work with fewer Gas Helper positions. Therefore, the three employees who were displaced to Vallejo which, at that time, was not experiencing such a drastic backlog reduction.

In view of the foregoing, the Pre-Review Committee is of the opinion that Marin District and Petaluma were experiencing a reduction in work, and displacements or layoffs of junior employees were eminent. As to the "rights" of the grievants as provided for in Title 206, the record is silent in this regard, and the Pre-Review Committee can only assume that this is not at issue, however, the grievants are entitled to preferential consideration, notwithstanding Subsection 205.5(a) of the Labor Agreement, to return to their former headquarters.

When a settlement is reached by the Joint Grievance Committee, the Review Committee should be sent a copy of the final disposition.



D. J. BERGMAN, Chairman
Review Committee



L. N. FOSS, Secretary
Review Committee

DJB:rto

cc: JGFoster
IWBonbright
LVBrown
Personnel Managers