

REVIEW COMMITTEE

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94106
(415) 781-4211, EXTENSION 1125

IBEW 

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Clerical Job Grading Committee No. 2-43-76-43
P-RC 291
Clerk B Classification Changed to Clerk C

March 23, 1978

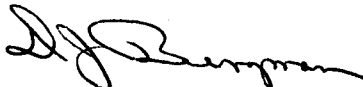
MR. H. E. HABERMAN, Company Member
Clerical Job Grading Committee
Local Investigating Committee


MR. E. VALLEJO, Union Member
Clerical Job Grading Committee
Local Investigating Committee

The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Section I B(2) of the Review Committee procedure, to the Local Investigating Committee for settlement in accordance with the following:

The issue in dispute concerns the designating of a Clerk B position, Central Files, Customer Services Department, San Francisco, as "RWV" to Clerk C when vacant and the question of temporary upgrades when the incumbent is absent. In reviewing the Joint Statement of Facts, it appears that the Job Grading Committee is in disagreement in three areas of the Cross-Hatch Index -- (1) job training, (2) special consideration, and (3) special clerical knowledge. The key area appears to be the job training inasmuch as this factor, standing by itself, determines whether the job is a Clerk B or Clerk C. After reviewing the Joint Statement of Facts, including the job assignment questionnaire and considering the incumbent's statements relative to job training, the Pre-Review Committee agrees that the responsibilities of this position does not require "several years experience in related work plus one to two years of extensive on-the-job or vocational training to prepare the employee to adequately handle the normal duties of his position." Therefore, the job is properly rated at the Clerk C level.

This case is considered closed on the basis of the foregoing, and the closure should be so noted in the minutes of your next Cross-Hatch Committee meeting.


D. J. BERGMAN, Chairman
Review Committee


L. N. FOSS, Secretary
Review Committee

DJB:rto

cc: FAPeter
IWBonbright
LVBrown
JGO'Neill
Personnel Managers