

REVIEW COMMITTEE

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
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SAN FRANCISCO, CALIFORNIA 94106
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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

Personnel Relations Grievance No. 1-258-77-35
P-RC 399
Proper Evaluation of Clerk D Position,
Customer Services Department

June 18, 1979

MS. K. MILLER, Company Member
Personnel Relations
Local Investigating Committee

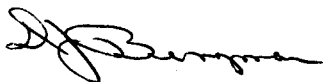
MR. E. VALLEJO, Union Member
Personnel Relations
Local Investigating Committee

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:

After careful review of the facts in this case, the Committee agrees that the issue, which was referred to the Cross-Hatch Committee and, ultimately, the Pre-Review Committee, was whether or not the public-contact duties assigned to this position automatically necessitates reclassification to a Clerk C. The Committee discussed a number of positions including counter cashiers and some operating clerks who maintain varying degrees of contact with the public. The Committee concludes then that the assignment of public-contact responsibilities to a Clerk D do not automatically upgrade such position unless the nature of the such assignment develops enough points under the factor "Contacts With The Public" on the Clerical Cross-Hatch Grade Index to justify a rating of Clerk D.

The Committee concludes that the Clerk D, Customer Services position, in question in this grievance is appropriately rated.

This case is considered closed on the basis of the foregoing, and the closure should be so noted by the Local Investigating Committee.



D. J. BERGMAN, Chairman
Review Committee



L. N. FOSS, Secretary
Review Committee

PEPettigrew(1123);rto

cc: IWBonbright
LVBrown
FCBuchholz
JBStoutamore
RHCunningham
JGO'Neill
HBHazel
REMOle
Personnel Managers