



REVIEW COMMITTEE

MAR - 9 1989

**CASE CLOSED
LOGGED AND FILED**

RECEIVED FEB 17 1989

(C) 18.8 } Appropriate
18.3 } Classification &
13.4 } wage rate; Cleric;
job duties.

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
215 MARKET STREET, ROOM 916
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(415) 973-1125

D.J. BERGMAN, CHAIRMAN

- ☐ DECISION
- ☐ LETTER DECISION
- ☐ PRE-REVIEW REFERRAL

East Bay Grievance No. 1-780-79-136 and
M1-2795-88-48
P-RC 514

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
R.W. STALCUP, SECRETARY

January 17, 1989

STEVEN A. RAYBURN, Company Member
East Bay - Mission Division
Local Investigating Committee

PERRY ZIMMERMAN, Union Member
East Bay - Mission Division
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 Step 5A(i) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Subject of the Grievance

This case concerns the appropriateness of the 1979 downgrade of a Clerk B, Gas Department, Fremont to a Clerk C.

Facts of the Case

In 1975 when all of the clerical positions were evaluated using the Cross-Hatch System, the position at issue was designated "RWV" (Review When Vacant). The position was vacated in January 1979, subsequently reclassified to a Clerk C and filled by the grievant.

A grievance was filed on June 25, 1979. It was referred through various steps in the grievance procedure culminating in P-RC Decision No. 514 dated April 7, 1980. The decision referred this grievance back to the Local Investigating Committee to attempt to resolve the issue in light of the Clerical Agreement reached in 1980 General negotiations, specifically Item 2a of Attachment A.

The Local Investigating Committee did not resolve the issue and on 6/10/88 another grievance was filed. The parties at the local level agreed to submit current PEQ's (Position Evaluation Questionnaires) for the grieved position and a representative sample of the East Bay Operating Clerks to the Review Committee. Pursuant to Step V of Title 102, the case was docketed on the agenda of the Pre-Review Committee.

The Pre-Review Committee discussed this case at length; recapped the history of clerical position evaluations since the 1980 Agreement; reviewed the job

January 17, 1989

duties; compared the duties to the other examples; noted that this position had been graded using the evaluation system established by Letter Agreement 87-78; noted that the job duties have changed over time.

Decision

Based on an exhaustive review of the available facts, the Pre-Review Committee agrees to settle this grievance by upgrading the grieved position to a Senior Operating Clerk I in Fremont. The grievant is entitled to the Senior I rate of pay retroactive to May 11, 1988 (30 days prior to the filing of the current grievance). This settlement is without prejudice to any past, present, or future clerical evaluation systems.

This case is considered closed based on the foregoing and the adjustment contained herein. Such closure should be so noted by the Local Investigating Committee.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER N. STALCUP, Secretary
Review Committee

MAShort(223-1123):nj