

Clerical
Lines of
Progression

REVIEW COMMITTEE

P G and E

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

CASE CLOSED FEB 1 1 1981
LOGGED AND FILED

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

RECEIVED FEB 1 1 1981

D.J. BERGMAN, CHAIRMAN

Sacramento Division Grievance No. 06-107-80-06
P-RC 545
De Sabla Division Grievance No. 10-139-80-18
P-RC 585

R.W. STALCUP, SECRETARY

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

February 9, 1981

MR. A. L. HIROSHIMA, Company Member
Sacramento Division
Local Investigating Committee

MR. A. E. SANDOVAL, Union Member
Sacramento Division
Local Investigating Committee

MR. R. M. EDWARDS, Company Member
De Sabla Division
Local Investigating Committee

MR. R. M. HAFNER, Union Member
De Sabla Division
Local Investigating 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, pursuant to Step Five A(i) and (ii) of the Review Committee procedure, to the Local Investigating Committee for settlement in accordance with the following:

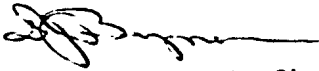
The issues in dispute concern the application of the 1980 Clerical Settlement relative to the Lines of Progression as they relate to job bidding, transfer, and wage placement of employees entering the Utility Clerk classification subsequent to January 1, 1980.

In Pre-Review Case No. 585, the grievant, a Utility Clerk in the Customer Services Department, submitted prebids to various Operating Clerks in De Sabla Division; and the bids were rejected as being out of the Line of Progression. The former Agreement provided for limited cross-bidding from one Line of Progression to another, and as a result the grievance was filed. However, the 1980 Clerical Agreement changed all clerical classifications in name and in some cases changed the rates of pay which necessitates a complete revision of Exhibit A of the Clerical Agreement. After reviewing numerous sections of the new Agreement, specifically Item 5 of Attachment A, Section 18.10 of the Agreement, Mr. I. W. Bonbright's letters dated December 27, 1979 extending the current Clerical Agreement until ratification and April 3, 1980 concerning the effective date of job bidding provisions, the Pre-Review Committee is of the opinion that the new Agreement provides for separate Lines of Progression and eliminates cross-prebidding. If employees are to change Lines of Progression, the new Agreement contemplates them to do so by either transferring to a beginning level classification or postbidding. Further, it is the Pre-Review Committee's understanding that the revisions to Exhibit A of the Clerical Agreement are soon to be published and will reflect those changes mentioned above; and in view of the fact that the implementation of Title 18 of the new Agreement was effective June 1, 1980, the Pre-Review Committee agrees that the return of the grievant's prebids on July 10, 1980 was not in violation of the Agreement.

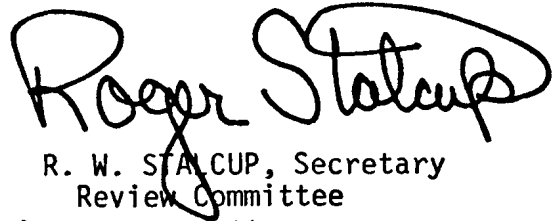
The grievant in Pre-Review Committee Case No. 545 was transferred from a Meter Reader to a Utility Clerk on January 5, 1980 which resulted in her receiving the top rate of Utility Clerk as opposed to Clerk D. The primary issue concerns the effective date of the Clerical Agreement relative to Item 5 of Attachment A of the Clerical Settlement. The grievant alleges that the effective date was the date of ratification (January 31, 1980) and, therefore, she is entitled to Clerk D rate of pay. At the outset, the Pre-Review Committee agrees that on January 1, 1980, all Clerk D's and their equivalent classifications (were reclassified) to Utility Clerk with a contractual provision that certain named employees would retain their Clerk D rate of pay until such time as they vacate the Clerk D or equivalent classification and current Line of Progression.

In view of the fact that the Clerical Agreement was ratified on January 31, 1980 even though some parts were retroactive to January 1, 1980 and others to December 1, 1979, the former Agreement expired on December 31, 1979 and considering Mr. Bonbright's letter of December 27, 1979 extending the entire Agreement until such time as it was ratified, the Pre-Review Committee is of the opinion that the grievant was entitled to the Clerk D wage provisions upon her placement and is, therefore, entitled to the correction asked for.

These cases are considered closed on the basis of the foregoing and the adjustments provided herein, and the closures so noted by the Local Investigating Committees.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

DJB:m1/RWS:rlm

cc: SEHowatt
RDMullikan
MEBadella
LCBeanland
IWBonbright
LVBrown
FCBuchholz
RHCunningham
NRFarley
CAMiller
JBStoutamore
WKSnyder
CPTaylor
Division Personnel Managers
LBlandford
WTPeterson
RCTaylor