

REVIEW COMMITTEE**PG and E**

PACIFIC GAS AND ELECTRIC COMPANY
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 SAN FRANCISCO, CALIFORNIA 94106
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D.J. BERGMAN, CHAIRMAN

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
 R.W. STALCUP, SECRETARY

CASE CLOSED AUG 7 1981
LOGGED AND FILED

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

San Joaquin Division Grievance No. 25-388-80-60
 P-RC 633

August 7, 1981

MR. R. J. STEELE, Company Member
 San Joaquin Division
 Local Investigating Committee

MR. W. WEAVER, Company Member
 San Joaquin 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 Five A(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case concerns the bypass of a Diablo Canyon Power Plant Traveling Helper to a Meter Reader vacancy in Bakersfield. The Personnel Department began to fill the vacancy on July 8, 1980. The grievant was the third transfer applicant considered but was bypassed on July 18, 1980 after it was confirmed that he had not passed the Name Comparison test. The vacancy was eventually accepted by another employee junior to the grievant on August 15, 1980. On July 25, 1980, the grievant took and passed the required test.

Union alleged that the bypass was improper because the grievant became qualified prior to the offer and acceptance of the vacancy to a junior employee. Further, the grievant claimed he was not notified that the Name Comparison test was a requirement for transfer; however, when it was requested, he could not provide a copy of his transfer acknowledgement.

During discussion, the Committee reviewed at great length the intent of RC 1425. While it was finally agreed that the parties intended that there would be a fixed date and consideration for a vacancy given only to those transfer applications on file eight days prior to the fixed date, it was determined that some Divisions were using a floating eight day system as with prebids.

San Joaquin Division uses the fixed date approach and, therefore, the bypass was proper. During the Pre-Review Committee's further investigation into this case, it was learned that another employee with a higher priority ranking than the grievant submitted a transfer on July 11, 1980 so even if the Division had been using the "floating eight" concept, the grievant would not have been awarded the Meter Reader vacancy.

It was agreed to close this case without adjustment; however, a Labor Agreement clarification will be prepared so that the intent of RC 1425 will be consistently applied.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

MAShort(6274):ml

cc: GNRadford
MEBadella
LCBeanland
MEBennett
IWBonbright
LVBrown
FCBuchholz
RHCunningham
NRFarley
DOKabayashi
JBStoutamore
WKSnyder
LSilton
CPTaylor
CEWelte
Division Personnel Managers