

**REVIEW COMMITTEE**

**PG and E**

**IBEW** 

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

**CASE CLOSED** JUL 23 1981  
**LOGGED AND FILED**

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

D.J. BERGMAN, CHAIRMAN

**RECEIVED JUL 22 1981**

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

V.P. & Comptroller's Department Grievance No. 22-187-80-56  
 P-RC 636

July 21, 1981

MS. S. SCHWANTES, Company Member  
 V.P. & Comptroller's Department  
 Local Investigating Committee


MS. D. FORTIER, Union Member  
 V. P. & Comptroller's Department  
 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:

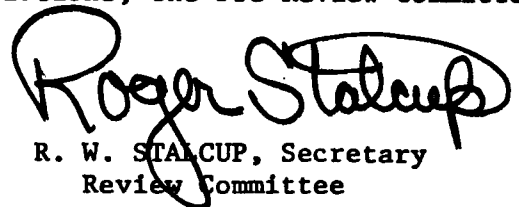
This case concerns the bypass of a Senior Accounting Clerk I in the Accounts Payable Section of Disbursement Accounting to a Senior Accounting Clerk I in the Payroll Section. The basis of the bypass is a long-standing practice in the V.P. & Comptroller's Department barring an employee from a lateral move until such time as the employee has spent a minimum of six months in his/her current position. This six-month bar is not applicable to promotional job awards.

In discussing this case, the Committee agreed that there is no contractual basis for such bypasses, however, it is a practice which has been consistently applied for a number of years in V.P. & Comptroller's without challenge from the Union. However, it was ascertained by the Committee that the grievant has been awarded another Senior Accounting Clerk I vacancy in the Payroll Section and, therefore, with respect to the grievant, this issue is moot.

The parties agreed to close out this case without adjustment and without prejudice to the position of either party. In addition, as part of the continuing negotiations of Exhibit A of the Clerical Agreement, Company and Union will discuss the issue raised in this grievance and attempt to reach a mutually acceptable resolution. Should the parties not reach agreement during negotiations, the Pre-Review Committee will retain jurisdiction.



D. J. BERGMAN, Chairman  
 Review Committee



R. W. STALCUP, Secretary  
 Review Committee

MAShort:ml/RWS:rlm

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|---------------|--------------|--------------|-----------------------------|
| cc: MEBadella | LYBrown      | DOkabayashi  | CPTaylor                    |
| LCBeanland    | FCBuchholz   | JBStoutamore | CEWelte                     |
| MEBennett     | RHCunningham | WKSnyder     | Division Personnel Managers |
| IWBonbright   | NRFarley     | LSilton      |                             |