

# REVIEW COMMITTEE



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

RECEIVED FEB 23 1982 INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO

**CASE CLOSED  
LOGGED AND FILED**

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

FEB 23 1982

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

East Bay Division Grievance No. 1-1202-81-9  
P-RC 656

February 9, 1982

MR. T. C. PHEBUS, Company Member  
East Bay Division  
Local Investigating Committee

MR. J. VALENTINTO, Union Member  
East Bay 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:

The grievance concerns the Company's practice of requiring the successful completion of the Fork Lift Training Program as a prerequisite to transfer to the classification of Materialsman. In reviewing the Joint Statement of Facts, it was determined that the grievant was not qualified as a result of his failure to pass the typing test and, in fact, is no longer an employee of the Company. However, the issue of requiring successful completion of the Fork Lift Training Program is still in effect. The Pre-Review Committee is of the opinion that a negotiated settlement would be a proper resolution to the ongoing problem and as of January 27, 1982, the Company and Union entered into a letter agreement #R1-81-96-PGE which will resolve this issue in the future.

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

D. J. BERGMAN, Chairman  
Review Committee

R. W. STALCUP, Secretary  
Review Committee

DJB:ml/rlm

- cc: FCMarks
- LCBeanland
- IWBonbright
- FCBuchholz
- RHCunningham
- NRFarley
- TDMacWilliams
- DAOkabayashi
- TCPhebus
- WKSnyder
- JBStoutamore
- CPTaylor
- CEWelte
- Division PersonnelManagers

602.1 (P)

609.2 (P)

## PACIFIC GAS AND ELECTRIC COMPANY

PGE +

245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587.

November 16, 1981

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

In the interests of employee safety, Company has been unilaterally requiring the successful completion of the Fork Lift Training Program prior to transfer to the classification of Materialsman. This practice has resulted in several grievances. In hopes of resolving Pre-Review Committee Case No. 656 and any pending or subsequent disputes over this issue, Company proposes the following:

Any employee transferring into the Materialsman classification shall first successfully pass the agreed to Fork Lift Training Program, the typing test (25 WPM) and the appropriate clerical portion of the pre-employment test before being accepted in the classification. Therefore, when a transfer request is submitted, pursuant to 205.5(b) of the Physical Agreement, the following will occur:

1. When Company acknowledges the receipt of transfer, it will notify the employee that the passage of typing requirements, appropriate clerical pre-employment test, and the Fork Lift Training Program are prerequisites. Further, the employee will be notified to contact his or her Personnel Department for a copy of a Fork Lift Training course.
2. When an employee is ready to take the above-cited tests, such employee will request in writing of the Personnel Department an opportunity to take the test. The Personnel Department will then administer the examinations. Completed Fork Lift Tests shall be sent to the General Office Materials Department for grading.
3. When Company intends to fill a Materialsman vacancy consideration will be given only to those applicants who have passed the typing test, the Fork Lift Test and the appropriate clerical pre-employment test.

November 16, 1981

4. An employee who has failed the Fork Lift Training Program will be eligible to be retested in the following manner:

2nd Testing - Three (3) months, or thereafter, following the date of the first testing.

3rd Testing - Six (6) months, or thereafter; following the date of the second testing.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By W. B. Bright  
Manager of Industrial Relations

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Jan 27, 1981

By Jack McHenry  
Business Manager

Local Union 1245  
International Brotherhood  
Electrical Workers



(3063 CITRUS CIRCLE) • P.O. BOX 4790, WALNUT CREEK, CALIFORNIA 94596 • (415) 933-6060

January 27, 1982

Pacific Gas and Electric Company  
245 Market Street  
San Francisco, CA 94106

Attention: Mr. I. W. Bonbright

Gentlemen:

Attached Letter Agreement No. R1-81-96 has been signed with the understanding that incumbent Division Materials Department and Materials Distribution employees in the classifications of (0765) Materials Facility Subforeman, (1215) Materials Facility Man, (1085) Materials Leadman, (0433) Leadman Driver, and (1213) Utility Materialsman will be exempt from the clerical pre-employment test and the Fork Lift Training requirements when submitting a Priority I transfer to Materialsman.

The typing test (25 WPM) will continue to be administered to the above cited employees in accordance with applicable letter agreements currently in effect.

If this does not conform to your understanding, please let me know immediately.

Very truly yours,

  
Jack McNally  
Business Manager

JM/fr

Attachment