

**REVIEW COMMITTEE****PG and E**

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

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** DEC 11 1981  
**LOGGED AND FILED**

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

East Bay Division Grievance No. 1-1226-81-33  
 P-RC 669

December 10, 1981

MR. P. N. LONG, Company Member  
 East Bay Division  
 Local Investigating Committee

MR. J. VALENTINO, 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:

This case concerns an alleged violation of Section 205.1 of the Physical Labor Agreement. On January 5, 1981, a Materials Leadman position in Oakland was vacated. The Division requested the necessary authorizations to fill the vacancy, but authorization was denied. The vacancy was filled on a temporary basis almost continuously from January 5, 1981 through June 29, 1981. Since June 29, 1981, the vacancy has remained unfilled because of a reduced workload.


In discussing this case, Union Committee members agreed that Section 205.1(a) requires Company to expedite the filling of vacancies. Company Committee members concurred but stipulated that Company's obligation to expeditiously fill vacancies occurs only after the decision is made and the necessary approvals are received to fill a vacancy on a permanent basis. Further, that this determination is vested exclusively with the Company as provided in Section 7.1.

The Committee also reviewed P-RC Decision No. 168 and noted a similarity to this case, that is, that on occasion a vacancy may be filled temporarily but not permanently due to the projected workload. In this case, due to the reduced workload, justification did not exist to fill the Materials Leadman position on a regular basis and therefore the Committee agreed that there had been no violation of the Agreement.

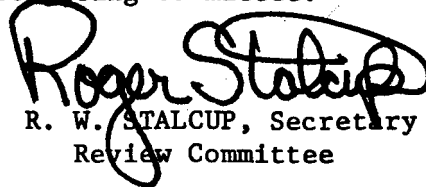
On November 9, 1981, it came to the attention of the Pre-Review Committee that the Materials Leadman position vacated on January 5, 1981 would be filled as a result of an impending second Leadman vacancy. It was further determined that the grievant was the senior prebidder and the Committee agreed

that he was entitled to the vacancy.

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



D. J. BERGMAN, Chairman  
Review Committee



R. W. STALCUP, Secretary  
Review Committee

MAShort(6274):ml/rlm

cc: FCMarks  
LCBeanland  
IWBonbright  
LVBrown  
FCBuchholz  
RHCunningham  
NRFarley  
TMacWilliams  
DAOkabayashi  
TCPhebus  
WKSnyder  
JBStoutamore  
CPTaylor  
CEWelte  
Division Personnel Managers