

**REVIEW COMMITTEE**

**PG and E**

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

**IDEW** 

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  
LOGGED AND FILED**

D.J. BERGMAN, CHAIRMAN

MAR 16 1983

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Nuclear Plant Operations Grievance No. 18-666-82-3  
P-RC 764

March 15, 1983

MR. E. M. CONWAY, Company Member  
Nuclear Plant Operations  
Local Investigating Committee

MR. D. REESE, Union Member  
Nuclear Plant Operations  
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(i) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case concerns the hiring of clerical employees at Diablo Canyon Power Plant as Utility Clerk-Typists, Temporary Additional vs. Routine Plant Clerk. The Committee reviewed the past history of the position of Utility Clerk-Typist (then classified as Clerk-Typist D) at Diablo Canyon Power Plant. It was determined that the Company and Union agreed, by letter, to establish three Clerk-Typist D positions at Diablo Canyon Power Plant. The first position, agreed to on February 14, 1979, was to be on an incumbent only basis. The other two positions were agreed to on August 9, 1979.

The Company then established four additional Utility Clerk positions in 1980 and one Utility Telephone PBX Operator positions in 1981. Many of the employees hired as Utility Clerks were later appointed to Routine Plant Clerk positions.

Discussion

The Committee discussed the appropriate classification for beginning clerical positions at Diablo Canyon Power Plant. It was agreed that position should be Routine Plant Clerk and not Utility Clerk (except as agreed to in 1979). This is due to the Steam Department's clerical employees being certified as part of the National Labor Relations Board's determination of the appropriate unit in 1950.

Decision

The Committee noted that all individuals hired (in addition to those agreed to on February 14, 1979 and August 9, 1979) at Diablo Canyon Power Plant as

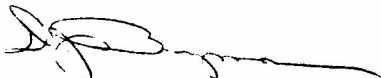
March 15, 1983

Utility Clerks were appropriately reclassified to Routine Plant Clerk no later than August 1, 1981. The Committee also agreed that these individuals should be paid at the wage step of Routine Plant Clerk they would have attained had they been hired into the classification. However, the Company's liability for retroactive payments extend only to December 13, 1981 which is 30 days prior to the date the grievance was filed by the Union.

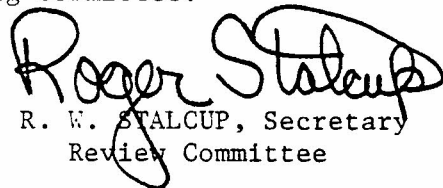
The employees that were correctly hired as Utility Clerk-Typists and later appointed to Routine Plant Clerk positions should be paid in accordance with Subsection 204.6(a). However, again the period of retroactive liability extends only to December 13, 1981.

It was also agreed that since the Clerk-Typist D position established as a "present incumbent only" has been vacated, that at no time should there be more than two Utility Clerk-Typist positions at the plant.

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

LMTyburski(4110):ml/rlm