

306.12 (P)

REVIEW COMMITTEE

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IBEW 

PACIFIC GAS AND ELECTRIC COMPANY
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(415) 781-4211, EXTENSION 1125

CASE CLOSED DEC 16 1983
LOGGED AND FILED

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

RECEIVED DEC 15 1983

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

General Construction Grievance No. 3-1189-83-32
P-RC 894

December 14, 1983

MR. R. S. BAIN, Chairman
General Construction
Joint Grievance Committee

MR. BOB CALLENDER, Union Member
General Construction
Joint Grievance Committee

Subject of the Grievance

On April 13, 1983, two General Construction Station employees at the Geysers Project were demoted from Inspector B (non-bargaining unit) to the Subforeman A classification under Section 306.12 of the Agreement. Both employees had previously held bargaining unit classifications, but neither had held the Subforeman A classification prior to his demotion. Seven Working Foreman B's with more Company Service than one or both of the demoted employees were working in the Promotion-Demotion Area encompassing the Geysers when these demotions occurred.

The Union claimed the intent of Section 306.12 is that employees who are demoted back into the bargaining unit from non-bargaining unit classifications should return to their last bargaining unit classification, and that failure to do so in this case resulted in the bypass of qualified employees who are senior to the demoted employees.

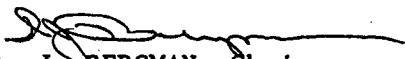
Discussion and Decision


Section 306.12 presently reads as follows:

A supervisory or other employee who was not at the time of demotion a member of the collective bargaining unit, but who formerly worked in a classification which is in such unit, may be demoted for any reason other than lack of work into a classification in such unit provided that no employee in such unit shall be displaced by such action.

The Pre-Review Committee recognized that demotion such as occurred in this case have been effected many times in the past, apparently without question from the Union. The Union also acknowledged that no grievance was filed alleging violation of the Agreement in any of the previous instances. The Committee noted, however, that Company and Union agreed to the proposed changes in the language of 306.12 during the recently concluded General Negotiations, and that such changes would restrict such demotions in the future.

The case is closed without adjustment.


D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee