

24.3(C)
Cl. John E. ...

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
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 NOV 9 1984

- ☐ DECISION
☐ LETTER DECISION
☐ PRE-REVIEW REFERRAL

V.P. & Comptrollers Grievance No. 22-294-82-34
P-RC 904

MR. J. D. SISSON, Company Member
V. P. & Comptroller Department
Local Investigating Committee

MS. D. FORTIER, Union Member
V. P. & Comptroller 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 V A(i) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Subject of the Grievance

This case concerns the transfer of an Accounting Clerk and his duties to the Personnel Section of the V.P. and Comptrollers Department, thereby removing the classification, the work, and the employee from the bargaining unit. Subsequent to this transfer, additional responsibilities were assigned, and the position was reclassified to a Senior Personnel Clerk I.

This grievance was filed on June 2, 1982. At the Fact Finding step of the grievance procedure, it was agreed that the duties that properly belonged to the bargaining unit would be returned. There was some minor disagreement as to whether some of the duties properly belonged to the bargaining unit; however, those conflicts were resolved and the work reassigned. However, when a Job Assignment Questionnaire was completed and evaluated, Company determined that the job should be classified as a Utility Clerk, not as an Accounting Clerk. Several months passed while Company attempted to capture other duties which would reestablish the job at the Accounting Clerk level. These efforts have been unsuccessful.

Union argued that the Accounting Clerk classification should be reestablished because the job was evaluated in 1978 at the C Clerk level (Accounting Clerk), that it was elevated to the Senior I level by adding duties in 1982, and that when the duties were returned to the bargaining unit, the assignment was essentially the same as from 1978 - 1982.

Company members of the Pre-Review Committee expressed the opinion that the duties, as outlined in the Job Assignment Questionnaire, dated June 14, 1983, appear to be of routine and repetitive nature and, therefore, an appropriate assignment for the Utility Clerk classification. The Wage and Salary Department using the slotting method concluded that the job is properly classified as a Utility Clerk.

An addendum to the Joint Statement of Facts notes that the employee who originally held the Accounting Clerk position was assigned to a non-bargaining unit classification on September 16, 1983.

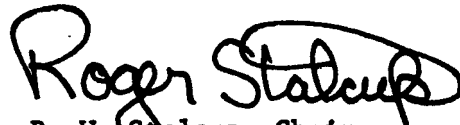
Decision

Based on all of the facts present in this case, the Pre-Review Committee agreed to the following equity settlement. Company clearly has the right to reevaluate a clerical position at any time; however, this is generally done when a job is vacated. Therefore, Company offered, and Union accepted, paying the Senior Utility Clerk in the Information and Reporting Unit, Reporting Section, Corporate Accounting Department, with a prebid on file to Accounting Clerk at the Accounting Clerk wage rate for the period from May 2, 1982 (30 days prior to the filing of the grievance) until September 16, 1983, less any time already upgraded or unavailable. It was further agreed that when an agreed-to Clerical Job Evaluation System is established, this position will be evaluated. If it grades at the higher level, Company will pay the person(s) who actually performed the work at the Accounting Clerk rate for the periods of such assignment retroactive to the filing date of the grievance, less any time already upgraded or unavailable.

This case is considered closed based on the foregoing and the adjustment contained herein. Such closure should be so noted by the Local Investigating Committee.



D. J. Bergman, Chairman
Review Committee



R. W. Stalcup, Chairman
Review Committee

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